

**U.S. DEPARTMENT OF LABOR**  
**WAGE DETERMINATIONS**

**F41689-97-R-0006**  
**ATTACHMENT 2**

01270 Production Control Clerk	\$ 15.01
01290 Rental Clerk	\$ 11.08
01300 Scheduler, Maintenance	\$ 11.08
01311 Secretary I	\$ 11.08
01312 Secretary II	\$ 12.03
01313 Secretary III	\$ 15.73
01314 Secretary IV	\$ 16.83
01315 Secretary V	\$ 17.14
01320 Service Order Dispatcher	\$ 10.79
01341 Stenographer I	\$ 10.76
01342 Stenographer II	\$ 12.44
01400 Supply Technician	\$ 13.98
01420 Survey Worker(Interviewer)	\$ 12.03
01460 Switchboard Operator- Receptionist	\$ 9.05
01510 Test Examiner	\$ 12.03
01520 Test Proctor	\$ 12.03
01531 Travel Clerk I	\$ 7.95
01532 Travel Clerk II	\$ 8.36
01533 Travel Clerk III	\$ 8.87
01611 Word Processor I	\$ 10.55
01612 Word Processor II	\$ 12.70
01613 Word Processor III	\$ 13.32

#### AUTOMATIC DATA PROCESSING:

03010 Computer Data Librarian	\$ 10.71
03041 Computer Operator I	\$ 9.60
03042 Computer Operator II	\$ 13.18
03043 Computer Operator III	\$ 14.71
03044 Computer Operator IV	\$ 16.34
03045 Computer Operator V	\$ 18.10
03071 Computer Programmer I 1/	\$ 12.95
03072 Computer Programmer II 1/	\$ 16.04
03073 Computer Programmer III 1/	\$ 18.70
03074 Computer Programmer IV 1/	\$ 22.62
03101 Computer Systems Analyst I 1/	\$ 18.96
03102 Computer Systems Analyst II 1/	\$ 22.60
03103 Computer Systems Analyst III 1/	\$ 25.18
03160 Peripheral Equipment Operator	\$ 9.60

#### AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 16.89
05010 Automotive Glass Installer	\$ 15.55
05040 Automotive Worker	\$ 15.55
05070 Electrician, Automotive	\$ 16.23
05100 Mobile Equipment Servicer	\$ 14.15
05130 Motor Equipment Metal Mechanic	\$ 16.89
05160 Motor Equipment Metal Worker	\$ 15.55
05190 Motor Vehicle Mechanic	\$ 16.89
05220 Motor Vehicle Mechanic Helper	\$ 13.49

12222 Nursing Assistant II	\$ 7.57
12223 Nursing Assistant III	\$ 8.26
12224 Nursing Assistant IV	\$ 9.27
12250 Pharmacy Technician	\$ 11.06
12280 Phlebotomist	\$ 8.87
12311 Registered Nurse I	\$ 13.83
12312 Registered Nurse II	\$ 16.92
12313 Registered Nurse II, Specialist	\$ 16.92
12314 Registered Nurse III	\$ 20.46
12315 Registered Nurse III, Anesthetist	\$ 20.46
12316 Registered Nurse IV	\$ 24.53
<b>INFORMATION AND ARTS:</b>	
13002 Audiovisual Librarian	\$ 16.83
13011 Exhibits Specialist I	\$ 15.48
13012 Exhibits Specialist II	\$ 19.73
13013 Exhibits Specialist III	\$ 22.26
13041 Illustrator I	\$ 15.48
13042 Illustrator II	\$ 19.73
13043 Illustrator III	\$ 22.26
13047 Librarian	\$ 17.14
13050 Library Technician	\$ 11.63
13071 Photographer I	\$ 13.85
13072 Photographer II	\$ 15.48
13073 Photographer III	\$ 19.73
13074 Photographer IV	\$ 22.26
13075 Photographer V	\$ 26.39
<b>LAUNDRY, DRY CLEANING, PRESSING:</b>	
15010 Assembler	\$ 5.99
15030 Counter Attendant	\$ 5.99
15040 Dry Cleaner	\$ 7.42
15070 Finisher, Flatwork, Machine	\$ 5.99
15090 Presser, Hand	\$ 5.99
15100 Presser, Machine, Dry Cleaning	\$ 5.99
15130 Presser, Machine, Shirts	\$ 5.99
15160 Presser, Machine, Wearing Apparel, Laundry	\$ 5.99
15190 Sewing Machine Operator	\$ 7.93
15220 Tailor	\$ 8.48
15250 Washer, Machine	\$ 6.32
<b>MACHINE TOOL OPERATION AND REPAIR:</b>	
19010 Machine-tool Operator (Toolroom)	\$ 16.23
19040 Tool and Die Maker	\$ 18.91
<b>MATERIALS HANDLING AND PACKING:</b>	
21010 Fuel Distribution System Operator	\$ 14.15

23800 Plumber, Maintenance	\$ 16.23
23820 Pneudraulic Systems Mechanic	\$ 16.89
23850 Rigger	\$ 16.89
23870 Scale Mechanic	\$ 15.55
23890 Sheet-metal Worker, Maintenance	\$ 16.89
23910 Small Engine Mechanic	\$ 15.55
23930 Telecommunications Mechanic I	\$ 16.89
23940 Telecommunications Mechanic II	\$ 17.61
23950 Telephone Lineman	\$ 16.89
23960 Welder, Combination, Maintenance	\$ 16.89
23965 Well Driller	\$ 16.89
23970 Woodcraft Worker.	\$ 16.89
23980 Woodworker	\$ 14.15

PERSONAL NEEDS:

24570 Child Care Attendant	\$ 10.16
24600 Chore Aide	\$ 7.80
24630 Homemaker	\$ 14.08

PLANT AND SYSTEM OPERATION:

25010 Boiler Tender	\$ 16.89
25040 Sewage Plant Operator	\$ 16.23
25070 Stationary Engineer	\$ 16.89
25190 Ventilation Equipment Tender	\$ 13.49
25210 Water Treatment Plant Operator	\$ 16.23

PROTECTIVE SERVICE:

27004 Alarm Monitor	\$ 8.75
27010 Court Security Officer	\$ 17.18
27040 Detention Officer	\$ 17.18
27070 Firefighter	\$ 13.70
27101 Guard I	\$ 7.15
27102 Guard II	\$ 8.75
27130 Police Officer	\$ 20.70

TECHNICAL:

29010 Air Traffic Control 2/ Specialist, Center	\$ 22.24
29011 Air Traffic Control 2/ Specialist, Station	\$ 15.34
29012 Air Traffic Control 2/ Specialist, Terminal	\$ 16.89
29020 Archeological Technician	\$ 20.48
29030 Cartographic Technician	\$ 20.48
29035 Computer Based Training Specialist/Instructor	\$ 18.96
29040 Civil Engineering Technician	\$ 20.48
29061 Drafter I	\$ 12.85
29062 Drafter II	\$ 14.42
29063 Drafter III	\$ 16.15

99500 Recreation Specialist	\$ 14.08
99510 Recycling Worker	\$ 11.06
99610 Sales Clerk	\$ 9.05
99630 Sports Official	\$ 9.05
99658 Survey Party Chief	\$ 19.20
99659 Surveying Technician	\$ 16.14
99660 Surveying Aide	\$ 11.78
99690 Swimming Pool Operator	\$ 12.76
99720 Vending Machine Attendant	\$ 11.06
99730 Vending Machine Repairer	\$ 12.76
99740 Vending Machine Repairer Helper	\$ 11.06

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\*\* Fringe Benefits Required For All Occupations Included  
This Wage Determination \*\*

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** Two weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

**APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

**APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY:** If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek,

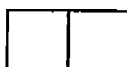
under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.



WAGE DETERMINATION NO: 94-2122 REV (4) AREA: FL,NORTHWEST  
FLORIDA

WAGE DETERMINATION NO: 94-2122 REV (4) AREA: FL,NORTHWEST FLORIDA

\*\*\*\*\*FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRAT  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Director Wage Determinations

Wage Determination No.: 94-2122  
Date of Last Revision: 11/06/19

State(s): Florida

Area: FLORIDA COUNTIES OF BAY, CALHOUN, ESCAMBIA, FRANKLIN, GADSDEN, GUL  
HOLMES, JACKSON, JEFFERSON, LEON, LIBERTY, OKALOOSA, SANTA ROSA,  
WAKULLA, WALTON, WASHINGTON.

\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\*

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WA
ADMINISTRATIVE SUPPORT AND CLERICAL:	
01011 Accounting Clerk I	\$ 7.48
01012 Accounting Clerk II	\$ 8.31
01013 Accounting Clerk III	\$ 9.84
01014 Accounting Clerk IV	\$ 11.90
01030 Court Reporter	\$ 9.83
01050 Dispatcher, Motor Vehicle	\$ 9.86
01060 Document Preparation Clerk	\$ 8.30
01090 Duplicating Machine Operator	\$ 8.30
01110 Film/Tape Librarian	\$ 10.54
01115 General Clerk I	\$ 5.58
01116 General Clerk II	\$ 7.09
01117 General Clerk III	\$ 8.30
01118 General Clerk IV	\$ 9.32
01120 Housing Referral Assistant	\$ 10.27
01131 Key Entry Operator I	\$ 7.57
01132 Key Entry Operator II	\$ 9.24
01191 Order Clerk I	\$ 7.62
01192 Order Clerk II	\$ 9.98
01220 Order Filler	\$ 9.84
01261 Personnel Assistant (Employment) I	\$ 5.84
01262 Personnel Assistant (Employment) II	\$ 7.42
01263 Personnel Assistant	\$ 8.68

05160 Motor Equipment Metal Worker	\$ 15.51
05190 Motor Vehicle Mechanic	\$ 17.24
05220 Motor Vehicle Mechanic Helper	\$ 12.87
05250 Motor Vehicle Upholstery Worker	\$ 14.68
05280 Motor Vehicle Wrecker	\$ 15.51
05310 Painter, Automotive	\$ 16.37
05340 Radiator Repair Specialist	\$ 15.51
05370 Tire Repairer	\$ 13.79
05400 Transmission Repair Specialist	\$ 17.24

#### FOOD PREPARATION AND SERVICE:

07010 Baker	\$ 9.68
07041 Cook I	\$ 8.61
07042 Cook II	\$ 9.68
07070 Dishwasher	\$ 6.30
07100 Food Service Worker (Cafeteria Worker)	\$ 6.30
07130 Meat Cutter	\$ 9.68
07250 Waiter/Waitress	\$ 6.88

#### FURNITURE MAINTENANCE AND REPAIR:

09010 Electrostatic Spray Painter	\$ 16.37
09040 Furniture Handler	\$ 12.08
09070 Furniture Refinisher	\$ 16.37
09100 Furniture Refinisher Helper	\$ 12.87
09110 Furniture Repairer, Minor	\$ 14.68
09130 Upholsterer	\$ 16.37

#### GENERAL SERVICES AND SUPPORT:

11030 Cleaner, Vehicles	\$ 6.30
11060 Elevator Operator	\$ 6.30
11090 Gardener	\$ 8.61
11121 Housekeeping Aide I	\$ 5.73
11122 Housekeeping Aide II	\$ 6.30
11150 Janitor	\$ 6.71
11180 Laborer	\$ 8.70
11210 Laborer, Grounds Maintenance	\$ 6.88
11240 Maid or Houseman	\$ 5.73
11270 Pest Controller	\$ 9.16
11300 Refuse Collector	\$ 6.30
11330 Tractor Operator	\$ 8.03
11360 Window Cleaner	\$ 6.88

#### HEALTH:

12010 Ambulance Driver	\$ 10.41
12040 Emergency Medical Technician	\$ 10.41
12071 Licensed Practical Nurse I	\$ 7.61
12072 Licensed Practical Nurse II	\$ 8.54
12073 Licensed Practical Nurse III	\$ 9.55
12100 Medical Assistant	\$ 8.54
12130 Medical Laboratory Technician	\$ 8.54



**MATERIALS HANDLING AND PACKING:**

21010 Fuel Distribution System Operator	\$ 14.57
21020 Material Coordinator	\$ 13.79
21030 Material Expediter	\$ 13.79
21040 Material Handling Laborer	\$ 10.09
21071 Forklift Operator	\$ 12.08
21080 Production Line Worker (Food Processing)	\$ 12.87
21100 Shipping/Receiving Clerk	\$ 9.98
21130 Shipping Packer	\$ 9.23
21140 Store Worker I	\$ 8.39
21150 Stock Clerk ( Shelf Stocker; Store Worker II )	\$ 10.19
21210 Tools and Parts Attendant	\$ 12.87
21400 Warehouse Specialist	\$ 11.63

**MECHANICS AND MAINTENANCE AND REPAIR:**

23010 Aircraft Mechanic	\$ 17.24
23040 Aircraft Mechanic Helper	\$ 12.87
23060 Aircraft Servicer	\$ 14.68
23070 Aircraft Worker	\$ 15.51
23100 Appliance Mechanic	\$ 16.37
23120 Bicycle Repairer	\$ 13.79
23125 Cable Splicer	\$ 17.24
23130 Carpenter, Maintenance	\$ 16.37
23140 Carpet Layer	\$ 15.51
23160 Electrician, Maintenance	\$ 17.24
23181 Electronics Technician, Maintenance I	\$ 16.15
23182 Electronics Technician, Maintenance II	\$ 18.70
23183 Electronics Technician, Maintenance III	\$ 19.70
23260 Fabric Worker	\$ 14.68
23290 Fire Alarm System Mechanic	\$ 17.24
23310 Fire Extinguisher Repairer	\$ 13.79
23340 Fuel Distribution System Mechanic	\$ 17.24
23370 General Maintenance Worker	\$ 15.51
23400 Heating, Refrigeration and Air Conditioning Mechanic	\$ 17.24
23430 Heavy Equipment Mechanic	\$ 17.24
23460 Instrument Mechanic	\$ 17.24
23500 Locksmith	\$ 16.37
23530 Machinery Maintenance Mechanic	\$ 18.82
23550 Machinist, Maintenance	\$ 17.24
23580 Maintenance Trades Helper	\$ 12.87
23640 Millwright	\$ 17.24
23700 Office Appliance Repairer	\$ 16.37

29061 Drafter I	\$ 10.39
29062 Drafter II	\$ 12.46
29063 Drafter III	\$ 14.74
29064 Drafter IV	\$ 17.96
29070 Embalmer	\$ 14.47
29081 Engineering Technician I	\$ 7.95
29082 Engineering Technician II	\$ 8.91
29083 Engineering Technician III	\$ 9.98
29084 Engineering Technician IV	\$ 12.35
29085 Engineering Technician V	\$ 15.12
29086 Engineering Technician VI	\$ 18.29
29090 Environmental Technician	\$ 12.35
29100 Flight Simulator/Instructor (Pilot)	\$ 20.43
29150 Graphic Artist	\$ 17.77
29210 Laboratory Technician	\$ 12.05
29240 Mathematical Technician	\$ 12.35
29330 Mortician	\$ 14.47
29361 Paralegal/Legal Assistant I	\$ 9.83
29362 Paralegal/Legal Assistant II	\$ 11.24
29363 Paralegal/Legal Assistant III	\$ 13.75
29364 Paralegal/Legal Assistant IV	\$ 16.63
29390 Photooptics Technician	\$ 12.35
29480 Technical Writer	\$ 18.54
29620 Weather Observer, Senior 3/	\$ 15.54
29621 Weather Observer, Combined 2/ Upper Air and Surface Programs	\$ 12.05
29622 Weather Observer, Upper Air 3/	\$ 12.05
TRANSPORTATION/MOBILE EQUIPMENT OPERATION:	
31030 Bus Driver	\$ 11.08
31100 Driver Messenger	\$ 9.64
31200 Heavy Equipment Operator	\$ 17.24
31260 Parking and Lot Attendant	\$ 7.62
31290 Shuttle Bus Driver	\$ 10.41
31300 Taxi Driver	\$ 9.41
31361 Truckdriver, Light Truck	\$ 10.41
31362 Truckdriver, Medium Truck	\$ 11.08
31363 Truckdriver, Heavy Truck	\$ 11.70
36364 Truckdriver, Tractor-Trailer	\$ 11.70
MISCELLANEOUS:	
99005 Aircraft Quality Control Inspector	\$ 18.12
99020 Animal Caretaker	\$ 7.46
99030 Cashier	\$ 5.69
99040 Child Care Center Clerk	\$ 7.83
99050 Desk Clerk	\$ 6.28
99260 Instructor	\$ 15.12
99300 Lifeguard	\$ 5.59

hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Titles and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Second Supplement, dated August 1995, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form 1444 (SF 1444)}**

**Conformance Process:**

by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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01118 General Clerk IV	\$ 11.75
01120 Housing Referral Assistant	\$ 11.40
01131 Key Entry Operator I	\$ 6.29
01132 Key Entry Operator II	\$ 7.97
01191 Order Clerk I	\$ 8.16
01192 Order Clerk II	\$ 8.94
01220 Order Filler	\$ 9.73
01261 Personnel Assistant (Employment) I	\$ 8.47
01262 Personnel Assistant (Employment) II	\$ 9.52
01263 Personnel Assistant (Employment) III	\$ 11.25
01264 Personnel Assistant (Employment) IV	\$ 11.40
01270 Production Control Clerk	\$ 11.40
01290 Rental Clerk	\$ 9.52
01300 Scheduler, Maintenance	\$ 9.52
01311 Secretary I	\$ 9.52
01312 Secretary II	\$ 11.25
01313 Secretary III	\$ 11.40
01314 Secretary IV	\$ 13.25
01315 Secretary V	\$ 15.13
01320 Service Order Dispatcher	\$ 7.80
01341 Stenographer I	\$ 10.09
01342 Stenographer II	\$ 10.48
01400 Supply Technician	\$ 12.42
01420 Survey Worker(Interviewer)	\$ 11.25
01460 Switchboard Operator- Receptionist	\$ 6.78
01510 Test Examiner	\$ 11.25
01520 Test Proctor	\$ 11.25
01531 Travel Clerk I	\$ 6.73
01532 Travel Clerk II	\$ 7.22
01533 Travel Clerk III	\$ 7.62
01611 Word Processor I	\$ 9.05
01612 Word Processor II	\$ 11.33
01613 Word Processor III	\$ 12.69
AUTOMATIC DATA PROCESSING:	
03010 Computer Data Librarian	\$ 9.98
03041 Computer Operator I	\$ 7.03
03042 Computer Operator II	\$ 8.97
03043 Computer Operator III	\$ 12.05
03044 Computer Operator IV	\$ 13.38
03045 Computer Operator V	\$ 14.82
03071 Computer Programmer I 1/	\$ 12.13
03072 Computer Programmer II 1/	\$ 15.07
03073 Computer Programmer III 1/	\$ 18.38
03074 Computer Programmer IV 1/	\$ 22.24

11270 Pest Controller	\$ 7.62
11300 Refuse Collector	\$ 5.18
11330 Tractor Operator	\$ 6.84
11360 Window Cleaner	\$ 5.70

#### HEALTH:

12010 Ambulance Driver	\$ 7.16
12040 Emergency Medical Technician	\$ 9.09
12071 Licensed Practical Nurse I	\$ 7.24
12072 Licensed Practical Nurse II	\$ 8.13
12073 Licensed Practical Nurse III	\$ 9.09
12100 Medical Assistant	\$ 8.13
12130 Medical Laboratory Technician	\$ 8.13
12160 Medical Record Clerk	\$ 8.13
12190 Medical Record Technician	\$ 11.26
12221 Nursing Assistant I	\$ 5.90
12222 Nursing Assistant II	\$ 6.63
12223 Nursing Assistant III	\$ 7.24
12224 Nursing Assistant IV	\$ 8.13
12250 Pharmacy Technician	\$ 10.13
12280 Phlebotomist	\$ 8.13
12311 Registered Nurse I	\$ 11.26
12312 Registered Nurse II	\$ 13.77
12313 Registered Nurse II, Specialist	\$ 13.77
12314 Registered Nurse III	\$ 16.66
12315 Registered Nurse III, Anesthetist	\$ 16.66
12316 Registered Nurse IV	\$ 19.97

#### INFORMATION AND ARTS:

13002 Audiovisual Librarian	\$ 11.13
13011 Exhibits Specialist I	\$ 12.37
13012 Exhibits Specialist II	\$ 15.08
13013 Exhibits Specialist III	\$ 15.90
13041 Illustrator I	\$ 12.37
13042 Illustrator II	\$ 15.08
13043 Illustrator III	\$ 15.90
13047 Librarian	\$ 15.13
13050 Library Technician	\$ 10.32
13071 Photographer I	\$ 10.76
13072 Photographer II	\$ 15.10
13073 Photographer III	\$ 15.90
13074 Photographer IV	\$ 19.40
13075 Photographer V	\$ 23.53

#### LAUNDRY, DRY CLEANING, PRESSING:

15010 Assembler	\$ 4.89
15030 Counter Attendant	\$ 4.89
15040 Dry Cleaner	\$ 5.98
15070 Finisher, Flatwork, Machine	\$ 4.89
15090 Presser, Hand	\$ 4.89

# Mechanic

23370 General Maintenance Worker	\$ 13.35
23400 Heating, Refrigeration and Air Conditioning Mechanic	\$ 15.11
23430 Heavy Equipment Mechanic	\$ 15.11
23460 Instrument Mechanic	\$ 15.11
23500 Locksmith	\$ 14.24
23530 Machinery Maintenance Mechanic	\$ 15.37
23550 Machinist, Maintenance	\$ 15.83
23580 Maintenance Trades Helper	\$ 11.99
23640 Millwright	\$ 15.11
23700 Office Appliance Repairer	\$ 14.24
23740 Painter, Aircraft	\$ 14.24
23760 Painter, Maintenance	\$ 14.24
23790 Pipefitter, Maintenance	\$ 15.11
23800 Plumber, Maintenance	\$ 14.24
23820 Pneudraulic Systems Mechanic	\$ 15.11
23850 Rigger	\$ 15.11
23870 Scale Mechanic	\$ 14.87
23890 Sheet-metal Worker, Maintenance	\$ 15.11
23910 Small Engine Mechanic	\$ 13.38
23930 Telecommunications Mechanic I	\$ 15.11
23940 Telecommunications Mechanic II	\$ 15.71
23950 Telephone Lineman	\$ 15.11
23960 Welder, Combination, Maintenance	\$ 15.11
23965 Well Driller	\$ 15.11
23970 Woodcraft Worker	\$ 15.11
23980 Woodworker	\$ 13.35

## PERSONAL NEEDS:

24570 Child Care Attendant	\$ 7.59
24600 Chore Aide	\$ 4.75
24630 Homemaker	\$ 10.58

## PLANT AND SYSTEM OPERATION:

25010 Boiler Tender	\$ 15.11
25040 Sewage Plant Operator	\$ 14.24
25070 Stationary Engineer	\$ 15.11
25190 Ventilation Equipment Tender	\$ 10.77
25210 Water Treatment Plant Operator	\$ 14.24

## PROTECTIVE SERVICE:

27004 Alarm Monitor	\$ 9.25
27010 Court Security Officer	\$ 10.18
27040 Detention Officer	\$ 10.18
27070 Firefighter	\$ 9.25
27101 Guard I	\$ 6.50
27102 Guard II	\$ 9.25
27130 Police Officer	\$ 10.18

31362 Truckdriver, Medium Truck	\$ 10.28
31363 Truckdriver, Heavy Truck	\$ 10.66
36364 Truckdriver, Tractor-Trailer	\$ 11.31

**MISCELLANEOUS:**

99005 Aircraft Quality Control Inspector	\$ 15.71
99020 Animal Caretaker	\$ 6.27
99030 Cashier	\$ 6.24
99040 Child Care Center Clerk	\$ 9.49
99050 Desk Clerk	\$ 7.59
99260 Instructor	\$ 15.90
99300 Lifeguard	\$ 6.42
99350 Park Attendant (Aide)	\$ 8.54
99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 6.78
99500 Recreation Specialist	\$ 8.72
99510 Recycling Worker	\$ 6.84
99610 Sales Clerk	\$ 6.78
99630 Sports Official	\$ 6.78
99658 Survey Party Chief	\$ 12.80
99659 Surveying Technician	\$ 12.22
99660 Surveying Aide	\$ 8.92
99690 Swimming Pool Operator	\$ 7.05
99720 Vending Machine Attendant	\$ 6.84
99730 Vending Machine Repairer	\$ 8.44
99740 Vending Machine Repairer Helper	\$ 6.84

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**\*\* Fringe Benefits Required For All Occupations Included  
This Wage Determination \*\***

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)



{Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.



WAGE DETERMINATION NO: 94-2526 REV (6) AREA: TX, WICHITA FALLS

WAGE DETERMINATION NO: 94-2526 REV (6) AREA: TX, WICHITA FALLS

\*\*\*\*\*FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Director

Wage Determinations

Wage Determination No.: 94-2526  
Date of Last Revision: 10/26/19

State(s): Oklahoma, Texas

Area: OKLAHOMA COUNTIES OF COMANCHE, COTTON, GREER, HARMON, JACKSON,  
JEFFERSON, KIOWA, STEPHENS, TILLMAN.  
TEXAS COUNTIES OF ARCHER, BAYLOR, CLAY, WICHITA, WILBARGER.

\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\*

OCCUPATION CODE AND TITLE

MINIMUM HOURLY WAG

ADMINISTRATIVE SUPPORT AND CLERICAL:

01011 Accounting Clerk I	\$ 7.43
01012 Accounting Clerk II	\$ 8.38
01013 Accounting Clerk III	\$ 9.41
01014 Accounting Clerk IV	\$ 10.53
01030 Court Reporter	\$ 11.24
01050 Dispatcher, Motor Vehicle	\$ 8.99
01060 Document Preparation Clerk	\$ 7.73
01090 Duplicating Machine Operator	\$ 7.73
01110 Film/Tape Librarian	\$ 9.98
01115 General Clerk I	\$ 6.34
01116 General Clerk II	\$ 7.12
01117 General Clerk III	\$ 7.73
01118 General Clerk IV	\$ 8.68
01120 Housing Referral Assistant	\$ 12.57
01131 Key Entry Operator I	\$ 6.32
01132 Key Entry Operator II	\$ 7.55
01191 Order Clerk I	\$ 8.95
01192 Order Clerk II	\$ 9.77
01220 Order Filler	\$ 9.41
01261 Personnel Assistant (Employment) I	\$ 8.89
01262 Personnel Assistant (Employment) II	\$ 9.98
01263 Personnel Assistant (Employment) III	\$ 11.24

05190 Motor Vehicle Mechanic	\$ 16.20
05220 Motor Vehicle Mechanic Helper	\$ 12.05
05250 Motor Vehicle Upholstery Worker	\$ 13.70
05280 Motor Vehicle Wrecker	\$ 14.54
05310 Painter, Automotive	\$ 15.35
05340 Radiator Repair Specialist	\$ 14.54
05370 Tire Repairer	\$ 12.90
05400 Transmission Repair Specialist	\$ 16.20

#### FOOD PREPARATION AND SERVICE:

07010 Baker	\$ 10.14
07041 Cook I	\$ 9.00
07042 Cook II	\$ 10.14
07070 Dishwasher	\$ 6.72
07100 Food Service Worker (Cafeteria Worker)	\$ 6.72
07130 Meat Cutter	\$ 10.14
07250 Waiter/Waitress	\$ 7.29

#### FURNITURE MAINTENANCE AND REPAIR:

09010 Electrostatic Spray Painter	\$ 15.35
09040 Furniture Handler	\$ 11.04
09070 Furniture Refinisher	\$ 15.35
09100 Furniture Refinisher Helper	\$ 12.05
09110 Furniture Repairer, Minor	\$ 13.70
09130 Upholsterer	\$ 15.35

#### GENERAL SERVICES AND SUPPORT:

11030 Cleaner, Vehicles	\$ 6.72
11060 Elevator Operator	\$ 6.72
11090 Gardener	\$ 8.04
11121 Housekeeping Aide I	\$ 6.23
11122 Housekeeping Aide II	\$ 6.87
11150 Janitor	\$ 6.72
11180 Laborer	\$ 9.50
11210 Laborer, Grounds Maintenance	\$ 7.29
11240 Maid or Houseman	\$ 6.23
11270 Pest Controller	\$ 9.56
11300 Refuse Collector	\$ 6.72
11330 Tractor Operator	\$ 8.41
11360 Window Cleaner	\$ 7.29

#### HEALTH:

12010 Ambulance Driver	\$ 9.94
12040 Emergency Medical Technician	\$ 9.94
12071 Licensed Practical Nurse I	\$ 7.43
12072 Licensed Pratical Nurse II	\$ 8.34
12073 Licensed Pratical Nurse III	\$ 9.33
12100 Medical Assistant	\$ 8.34
12130 Medical Laboratory Technician	\$ 8.34
12160 Medical Record Clerk	\$ 8.34

21010 Fuel Distribution System Operator	\$ 12.90
21020 Material Coordinator	\$ 11.30
21030 Material Expediter	\$ 11.30
21040 Material Handling Laborer	\$ 8.72
21071 Forklift Operator	\$ 12.94
21080 Production Line Worker (Food Processing)	\$ 9.94
21100 Shipping/Receiving Clerk	\$ 9.32
21130 Shipping Packer	\$ 9.32
21140 Store Worker I	\$ 7.60
21150 Stock Clerk ( Shelf Stocker; Store Worker II )	\$ 9.27
21210 Tools and Parts Attendant	\$ 11.04
21400 Warehouse Specialist	\$ 9.94

**MECHANICS AND MAINTENANCE AND REPAIR:**

23010 Aircraft Mechanic	\$ 16.20
23040 Aircraft Mechanic Helper	\$ 12.05
23060 Aircraft Servicer	\$ 13.70
23070 Aircraft Worker	\$ 14.54
23100 Appliance Mechanic	\$ 15.35
23120 Bicycle Repairer	\$ 12.90
23125 Cable Splicer	\$ 16.20
23130 Carpenter, Maintenance	\$ 15.35
23140 Carpet Layer	\$ 14.54
23160 Electrician, Maintenance	\$ 18.68
23181 Electronics Technician, Maintenance I	\$ 15.54
23182 Electronics Technician, Maintenance II	\$ 16.36
23183 Electronics Technician, Maintenance III	\$ 17.34
23260 Fabric Worker	\$ 13.70
23290 Fire Alarm System Mechanic	\$ 16.20
23310 Fire Extinguisher Repairer	\$ 12.90
23340 Fuel Distribution System Mechanic	\$ 16.20
23370 General Maintenance Worker	\$ 14.54
23400 Heating, Refrigeration and Air Conditioning Mechanic	\$ 16.20
23430 Heavy Equipment Mechanic	\$ 16.20
23460 Instrument Mechanic	\$ 16.20
23500 Locksmith	\$ 15.35
23530 Machinery Maintenance Mechanic	\$ 16.20
23550 Machinist, Maintenance	\$ 16.40
23580 Maintenance Trades Helper	\$ 12.05
23640 Millwright	\$ 16.20
23700 Office Appliance Repairer	\$ 15.35
23740 Painter, Aircraft	\$ 15.35

29062 Drafter II	\$ 11.54
29063 Drafter III	\$ 12.97
29064 Drafter IV	\$ 14.49
29070 Embalmer	\$ 14.14
29081 Engineering Technician I	\$ 9.31
29082 Engineering Technician II	\$ 11.54
29083 Engineering Technician III	\$ 12.97
29084 Engineering Technician IV	\$ 14.49
29085 Engineering Technician V	\$ 17.72
29086 Engineering Technician VI	\$ 21.45
29090 Environmental Technician	\$ 14.39
29100 Flight Simulator/Instructor (Pilot)	\$ 17.96
29150 Graphic Artist	\$ 14.39
29210 Laboratory Technician	\$ 11.21
29240 Mathematical Technician	\$ 14.49
29330 Mortician	\$ 14.14
29361 Paralegal/Legal Assistant I	\$ 11.24
29362 Paralegal/Legal Assistant II	\$ 14.01
29363 Paralegal/Legal Assistant III	\$ 17.14
29364 Paralegal/Legal Assistant IV	\$ 20.72
29390 Photooptics Technician	\$ 14.49
29480 Technical Writer	\$ 19.00
29620 Weather Observer, Senior 3/	\$ 12.20
29621 Weather Observer, Combined 3/ Upper Air and Surface Programs	\$ 10.98
29622 Weather Observer, Upper Air 3/	\$ 10.98
<b>TRANSPORTATION/MOBILE EQUIPMENT OPERATION:</b>	
31030 Bus Driver	\$ 10.50
31100 Driver Messenger	\$ 9.77
31200 Heavy Equipment Operator	\$ 15.02
31260 Parking and Lot Attendant	\$ 9.94
31290 Shuttle Bus Driver	\$ 9.94
31300 Taxi Driver	\$ 9.29
31361 Truckdriver, Light Truck	\$ 9.94
31362 Truckdriver, Medium Truck	\$ 10.50
31363 Truckdriver, Heavy Truck	\$ 11.17
36364 Truckdriver, Tractor-Trailer	\$ 11.17
<b>MISCELLANEOUS:</b>	
99005 Aircraft Quality Control Inspector	\$ 18.16
99020 Animal Caretaker	\$ 7.84
99030 Cashier	\$ 6.26
99040 Child Care Center Clerk	\$ 9.52
99050 Desk Clerk	\$ 7.62
99260 Instructor	\$ 14.39
99300 Lifeguard	\$ 6.80
99350 Park Attendant (Aide)	\$ 8.57

99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 6.80
99500 Recreation Specialist	\$ 10.58
99510 Recycling Worker	\$ 8.41
99610 Sales Clerk	\$ 6.80
99630 Sports Official	\$ 6.80
99658 Survey Party Chief	\$ 12.76
99659 Surveying Technician	\$ 11.73
99660 Surveying Aide	\$ 8.57
99690 Swimming Pool Operator	\$ 9.46
99720 Vending Machine Attendant	\$ 8.41
99730 Vending Machine Repairer	\$ 10.14
99740 Vending Machine Repairer Helper	\$ 8.41

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**\*\* Fringe Benefits Required For All Occupations Included I  
This Wage Determination \*\***

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 4.173)

**HOLIDAYS:** Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

**APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

**APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY:** If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40

employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

*Alan L. Moss*  
Alan L. Moss  
Director

Division of  
Wage Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Wage Determination No.: 94-0595  
Revision No.: 2  
Date of Last Revision: 11/04/1996

State(s): Texas

Area: TEXAS COUNTIES OF WICHITA.

**\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\***

**OCCUPATION**

**MINIMUM HOURLY WAGE**

Employed on Air Force contracts for  
base and munitions supply support  
and ground fuels services at Sheppard  
Air Force Base in the above Locality

In accordance with Section 2(a) and 4(c) of the Service Contract Act,  
as amended, employees employed by the contractor in performing the  
above services(s) covered by the collective bargaining agreement(s)  
between CACI Field Services, Inc. and Local Lodge 2771 of Aeronautical  
Industrial Association of Machinists and Aerospace Workers, AFL-CIO,  
are to be paid wage rates and fringe benefits set forth in the current  
bargaining agreement(s), effective July 15, 1994 through July 15,  
1997.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service  
employee which is not listed herein and which is to be employed  
under the contract (i.e., the work to be performed is not performed  
by any classification listed in the wage determination), be  
classified by the contractor so as to provide a reasonable  
relationship (i.e., appropriate level of skill comparison) between  
such unlisted classifications and the classifications listed in the  
wage determination. Such conformed classes of employees shall be  
paid the monetary wages and furnished the fringe benefits as are  
determined. Such conforming process shall be initiated by the  
contractor prior to the performance of contract work by such  
unlisted class(es) of employees. The conformed classification,  
wage rate, and/or fringe benefits shall be retroactive to the  
commencement date of the contract. {See Section 4.6 (C) (vi)}  
When multiple wage determinations are included in a contract, a  
separate SF 1444 should be prepared for each wage determination to  
which a class(es) is to be conformed.



The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

NOTE:

In accordance with Section 4(c) of the Service Contract Act, as amended, the wage rates and fringe benefits set forth in this wage determination are based on a collective bargaining agreement(s) under which the incumbent contractor is operating. The wage determination sets forth the wage rates and fringe benefits provided by the collective bargaining agreement and applicable to performance on the service contract. However, failure to include any job classification, wage rate, or fringe benefit encompassed in the collective bargaining agreement does not relieve the successor contractor of the statutory requirements to comply as a minimum with the terms of the collective bargaining agreement insofar as wages and fringe benefits are concerned.

## Memoranda of Agreement

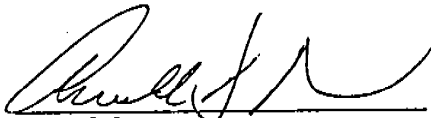
The purpose of this memoranda is to define the agreement reached 26 October 1994 with respect to employees at Sheppard Air Force Base as stipulated in the National Labor Relations Board's Certification of Representation on 27 January 1994 (Case No. 16-RC-9682).

Affected employees job descriptions have been rewritten to accurately encompass their current duties and responsibilities and their labor grades are changed to be commensurate with their duties and responsibilities. They will be slotted to the labor grades listed below:

<u>Classification</u>	<u>Labor Grade</u>	<u>15 Nov 94</u>	<u>1 Oct 95</u>	<u>1 Oct 96</u>
Munitions Handler	14A	9.70	10.04	10.39
Munitions Supply Clerk	18A	9.20	9.52	9.85

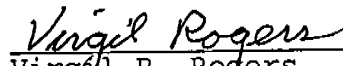
All other provisions of the current CBA will continue as is.

FOR THE COMPANY



Arnold Morse  
Assistant General Counsel  
CACI Field Services, Inc.

FOR THE UNION



Virgil R. Rogers  
Business Representative  
International Association  
of Machinist and Aerospace  
Workers (IAM & AW) District  
776

**POSITION:        MUNITIONS HANDLER**

**JOB DESCRIPTION:**

Responsible for performing all System Technician duties required to operate a Munitions Accounting including munitions maintenance, inspection, warehousing and storage, delivery, explosives and ground safety, munitions handling, security and munitions build-up. Performs receiving, periodic, preissue, returned munitions and shipping inspections on all munitions assets. Initiates ammunition disposition requests for unserviceable munitions and serviceable excess munitions. Performs warehousing duties for munitions assets and selects munitions items from storage as required by appropriate accompanying documentation. Performs inventories of munitions assets monthly, quarterly and semi-annually. Performs maintains/build-up of practice bombs for aircrew training and delivers practice bombs to flightline for upload onto aircraft. Delivers time change munitions to the egress and life support shops. Makes computer inputs for inspections/historical data of munitions assets. Delivers to and picks up shipments from the Transportation Office. Maintains serviceability and appearance standards for assigned vehicles and material handling equipment. Operates assigned vehicles and material handling equipment on a daily basis. Assigned standby duty on a scheduled basis to respond to alarm activation of facilities and Command Post instructions. Comply with all security, safety and fire protection guidelines relating to the Munitions Operation.

**QUALIFICATIONS:**

- a.    Must be able to read, write, speak and understand English.
- b.    Must possess a valid state driver's license.
- c.    Must have at least six years munitions experience with a minimum of two years experience as a munitions inspector.

**POSITION:            MUNITIONS SUPPLY CLERK**

**JOB DESCRIPTION:**

Responsible for performing all supply duties required to operate a Munitions Account including Stock Control, Requisitioning, Receipt, Inventory, Issue, Turn-in and Document Control. Obtain inputs from supported organizations, compile and submit the annual munitions requirements forecast to the Major Command Headquarters. Establish and maintain WRM levels and other stock levels, validate adjusted stock levels, forecast, monitor and requisition time change items. Verify the quantity of forecasted munitions is accurate and does not exceed the applicable organizations authorizing directives. Initiate, process and follow-up on Ammunition Disposition Requests (ADR). Ensure locally approved ADRs are within the quarterly dollar limits. Monitor the status of munitions suspended or restricted and immediately notify all known past and present users of the suspended/restricted items. Comply with local post-post procedures. Maintain exception codes for all munitions assets. Obtain from the Base Transportation Office and maintain a list of individuals authorized to receipt for ammunition/explosive shipments. Initiate follow-up action on requisitions and assign off-line serial numbers for turn-ins. Monitor all losses of ammunition and explosives to ensure relief from accountability. Conduct complete wall to wall inventories semi-annually using the closed warehouse method, monthly ten percent inventories, and quarterly unserviceable and supply point inventories. Process receipt processing for incoming munitions and provide the security required during processing. Notify the appropriate authority if incoming ammunition shipments of nonstandard items are received without sufficient documentation. Process munitions Reports of Discrepancy. Perform all issue and expenditure procedures. Complete and quality control all issue documentation received from the requestor prior to computer processing or release of items. Ensure all issue/expenditure documents have been properly certified. Maintain accountable document control files for the Munitions Account and control access to the files. Perform and comply with reverse post procedures. Screen, edit, review and file applicable listings and reports. Comply with all security and safety guidelines relating to the Munitions Operations.

**QUALIFICATIONS:**

- a. Must be able to read, write, speak and understand English.
- b. Must possess a valid state driver's license.
- c. Must have knowledge of automated munitions supply procedures with at least four years experience working in Air Force Specialty Code (AFSC) 465.
- d. Combat Ammunition System-Base (CAS-B) experience is desirable.

**WAGE DETERMINATION NO: 94-2544 REV (12) AREA: VA,NORFOLK**

WAGE DETERMINATION NO: 94-2544 REV (12) AREA: VA,NORFOLK

\*\*\*\*\*FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Alan L. Moss                      Division of  
Director                          Wage Determinations

Wage Determination No.: 94-2544  
Revision No.: 12  
Date of Last Revision: 02/03/1997

State(s): North Carolina, Virginia

Area: NORTH CAROLINA COUNTIES OF CAMDEN, CHOWAN, CURRITUCK, GATES,  
PASQUOTANK, PERQUIMANS.

VIRGINIA COUNTIES OF CHESAPEAKE, GLOUCESTER, HAMPTON, ISLE OF WIGHT,  
JAMES CITY, MATHEWS, NEWPORT NEWS, NORFOLK, POQUOSON, PORTSMOUTH,  
SOUTHAMPTON, SUFFOLK, SURRY, VIRGINIA BEACH, WILLIAMSBURG, YORK.

\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\*

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WAGE
<b>ADMINISTRATIVE SUPPORT AND CLERICAL:</b>	
01011 Accounting Clerk I	\$ 6.75
01012 Accounting Clerk II	\$ 8.52
01013 Accounting Clerk III	\$ 10.60
01014 Accounting Clerk IV	\$ 11.50
01030 Court Reporter	\$ 10.81
01050 Dispatcher, Motor Vehicle	\$ 9.23
01060 Document Preparation Clerk	\$ 9.29
01090 Duplicating Machine Operator	\$ 9.29
01110 Film/Tape Librarian	\$ 9.28
01115 General Clerk I	\$ 7.34
01116 General Clerk II	\$ 9.03
01117 General Clerk III	\$ 11.23
01118 General Clerk IV	\$ 12.55
01120 Housing Referral Assistant	\$ 11.98
01131 Key Entry Operator I	\$ 7.78
01132 Key Entry Operator II	\$ 9.79
01191 Order Clerk I	\$ 7.40
01192 Order Clerk II	\$ 9.68
01220 Order Filler	\$ 8.46
01261 Personnel Assistant (Employment) I	\$ 8.85
01262 Personnel Assistant (Employment) II	\$ 10.23
01263 Personnel Assistant (Employment) III	\$ 10.80
01264 Personnel Assistant (Employment) IV	\$ 12.38
01270 Production Control Clerk	\$ 11.98
01290 Rental Clerk	\$ 9.28
01300 Scheduler, Maintenance	\$ 9.28

01311 Secretary I	\$ 9.28
01312 Secretary II	\$ 10.80
01313 Secretary III	\$ 12.38
01314 Secretary IV	\$ 14.46
01315 Secretary V	\$ 15.18
01320 Service Order Dispatcher	\$ 9.28
01341 Stenographer I	\$ 8.78
01342 Stenographer II	\$ 9.86
01400 Supply Technician	\$ 11.50
01420 Survey Worker(Interviewer)	\$ 10.80
01460 Switchboard Operator- Receptionist	\$ 8.08
01510 Test Examiner	\$ 10.80
01520 Test Proctor	\$ 10.80
01531 Travel Clerk I	\$ 6.91
01532 Travel Clerk II	\$ 7.63
01533 Travel Clerk III	\$ 8.13
01611 Word Processor I	\$ 10.00
01612 Word Processor II	\$ 11.27
01613 Word Processor III	\$ 12.62

## AUTOMATIC DATA PROCESSING:

03010 Computer Data Librarian	\$ 8.26
03041 Computer Operator I	\$ 9.25
03042 Computer Operator II	\$ 10.70
03043 Computer Operator III	\$ 13.25
03044 Computer Operator IV	\$ 15.34
03045 Computer Operator V	\$ 16.31
03071 Computer Programmer I 1/	\$ 13.38
03072 Computer Programmer II 1/	\$ 15.15
03073 Computer Programmer III 1/	\$ 18.05
03074 Computer Programmer IV 1/	\$ 21.52
03101 Computer Systems Analyst I 1/	\$ 17.62
03102 Computer Systems Analyst II 1/	\$ 20.28
03103 Computer Systems Analyst III 1/	\$ 24.98
03160 Peripheral Equipment Operator	\$ 8.26

## AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 16.22
05010 Automotive Glass Installer	\$ 14.79
05040 Automotive Worker	\$ 14.79
05070 Electrician, Automotive	\$ 15.49
05100 Mobile Equipment Servicer	\$ 13.37
05130 Motor Equipment Metal <b>Mechanic</b>	\$ 16.22
05160 Motor Equipment Metal Worker	\$ 14.79
05190 Motor Vehicle <b>Mechanic</b>	\$ 16.22
05220 Motor Vehicle <b>Mechanic</b> Helper	\$ 12.61
05250 Motor Vehicle Upholstery Worker	\$ 14.07
05280 Motor Vehicle Wrecker	\$ 14.79
05310 Painter, Automotive	\$ 15.49
05340 Radiator Repair Specialist	\$ 14.07
05370 Tire Repairer	\$ 13.37
05400 Transmission Repair Specialist	\$ 16.22

## FOOD PREPARATION AND SERVICE:

07010 Baker	\$ 8.68
07041 Cook I	\$ 7.85
07042 Cook II	\$ 8.68

07070 Dishwasher	\$ 6.05
07100 Food Service Worker (Cafeteria Worker)	\$ 6.05
07130 Meat Cutter	\$ 8.68
07250 Waiter/Waitress	\$ 6.58

## FURNITURE MAINTENANCE AND REPAIR:

09010 Electrostatic Spray Painter	\$ 15.49
09040 Furniture Handler	\$ 11.21
09070 Furniture Refinisher	\$ 15.49
09100 Furniture Refinisher Helper	\$ 12.61
09110 Furniture Repairer, Minor	\$ 14.07
09130 Upholsterer	\$ 15.49

## GENERAL SERVICES AND SUPPORT:

11030 Cleaner, Vehicles	\$ 6.05
11060 Elevator Operator	\$ 6.05
11090 Gardener	\$ 7.75
11121 Housekeeping Aide I	\$ 5.93
11122 Housekeeping Aide II	\$ 6.49
11150 Janitor	\$ 6.05
11180 Laborer	\$ 9.68
11210 Laborer, Grounds Maintenance	\$ 6.58
11240 Maid or Houseman	\$ 5.52
11270 Pest Controller	\$ 8.25
11300 Refuse Collector	\$ 6.05
11330 Tractor Operator	\$ 7.38
11360 Window Cleaner	\$ 6.58

## HEALTH:

12010 Ambulance Driver	\$ 9.13
12040 Emergency Medical Technician	\$ 9.13
12071 Licensed Practical Nurse I	\$ 8.00
12072 Licensed Practical Nurse II	\$ 8.98
12073 Licensed Practical Nurse III	\$ 10.05
12100 Medical Assistant	\$ 8.98
12130 Medical Laboratory Technician	\$ 8.98
12160 Medical Record Clerk	\$ 8.98
12190 Medical Record Technician	\$ 12.45
12221 Nursing Assistant I	\$ 6.52
12222 Nursing Assistant II	\$ 7.33
12223 Nursing Assistant III	\$ 8.00
12224 Nursing Assistant IV	\$ 8.98
12250 Pharmacy Technician	\$ 11.20
12280 Phlebotomist	\$ 8.98
12311 Registered Nurse I	\$ 12.45
12312 Registered Nurse II	\$ 15.23
12313 Registered Nurse II, Specialist	\$ 15.23
12314 Registered Nurse III	\$ 18.43
12315 Registered Nurse III, Anesthetist	\$ 18.43
12316 Registered Nurse IV	\$ 22.09

## INFORMATION AND ARTS:

13002 Audiovisual Librarian	\$ 11.96
13011 Exhibits Specialist I	\$ 15.02
13012 Exhibits Specialist II	\$ 18.25
13013 Exhibits Specialist III	\$ 20.27
13041 Illustrator I	\$ 15.02

13042	Illustrator II	\$ 18.25
13043	Illustrator III	\$ 20.27
13047	Librarian	\$ 13.75
13050	Library Technician	\$ 11.02
13071	Photographer I	\$ 11.33
13072	Photographer II	\$ 15.02
13073	Photographer III	\$ 18.25
13074	Photographer IV	\$ 20.27
13075	Photographer V	\$ 24.53

**LAUNDRY, DRY CLEANING, PRESSING:**

15010	Assembler	\$ 5.49
15030	Counter Attendant	\$ 5.49
15040	Dry Cleaner	\$ 6.77
15070	Finisher, Flatwork, Machine	\$ 5.49
15090	Presser, Hand	\$ 5.49
15100	Presser, Machine, Dry Cleaning	\$ 5.49
15130	Presser, Machine, Shirts	\$ 5.49
15160	Presser, Machine, Wearing Apparel, Laundry	\$ 5.49
15190	Sewing Machine Operator	\$ 7.22
15220	Tailor	\$ 7.67
15250	Washer, Machine	\$ 5.93

**MACHINE TOOL OPERATION AND REPAIR:**

19010	Machine-tool Operator (Toolroom)	\$ 15.49
19040	Tool and Die Maker	\$ 17.84

**MATERIALS HANDLING AND PACKING:**

21010	Fuel Distribution System Operator	\$ 13.37
21020	Material Coordinator	\$ 12.19
21030	Material Expediter	\$ 12.19
21040	Material Handling Laborer	\$ 7.44
21071	Forklift Operator	\$ 9.05
21080	Production Line Worker (Food Processing)	\$ 10.54
21100	Shipping/Receiving Clerk	\$ 8.85
21130	Shipping Packer	\$ 8.85
21140	Store Worker I	\$ 8.40
21150	Stock Clerk ( Shelf Stocker; Store Worker II )	\$ 9.92
21210	Tools and Parts Attendant	\$ 10.95
21400	Warehouse Specialist	\$ 10.54

**MECHANICS AND MAINTENANCE AND REPAIR:**

23010	Aircraft Mechanic	\$ 16.22
23040	Aircraft Mechanic Helper	\$ 12.61
23050	Aircraft Quality Control Inspector	\$ 16.94
23060	Aircraft Servicer	\$ 14.07
23070	Aircraft Worker	\$ 14.79
23100	Appliance Mechanic	\$ 15.49
23120	Bicycle Repairer	\$ 13.37
23125	Cable Splicer	\$ 16.22
23130	Carpenter, Maintenance	\$ 15.49
23140	Carpet Layer	\$ 14.79
23160	Electrician, Maintenance	\$ 16.22



23181 Electronics Technician, Maintenance I	\$ 13.99	
23182 Electronics Technician, Maintenance II	\$ 14.31	
23183 Electronics Technician, Maintenance III	\$ 15.33	
23260 Fabric Worker	\$ 14.07	
23290 Fire Alarm System <b>Mechanic</b>	\$ 16.22	
23310 Fire Extinguisher Repairer	\$ 13.37	
23340 Fuel Distribution System <b>Mechanic</b> 23370 General Maintenance Worker	\$ 16.22	\$ 14.79
23400 Heating, Refrigeration and Air Conditioning <b>Mechanic</b> 23430 Heavy Equipment <b>Mechanic</b>	\$ 16.22	
23460 Instrument <b>Mechanic</b>	\$ 16.22	
23500 Locksmith	\$ 15.49	
23530 Machinery Maintenance <b>Mechanic</b>	\$ 16.18	
23550 Machinist, Maintenance	\$ 16.22	
23580 Maintenance Trades Helper	\$ 12.61	
23640 Millwright	\$ 16.22	
23700 Office Appliance Repairer	\$ 15.49	
23740 Painter, <b>Aircraft</b>	\$ 15.49	
23760 Painter, Maintenance	\$ 15.49	
23790 Pipefitter, Maintenance	\$ 16.22	
23800 Plumber, Maintenance	\$ 15.49	
23820 Pneudraulic Systems <b>Mechanic</b>	\$ 16.22	
23850 Rigger	\$ 16.22	
23870 Scale <b>Mechanic</b>	\$ 14.79	
23890 Sheet-metal Worker, Maintenance	\$ 16.22	
23910 Small Engine <b>Mechanic</b>	\$ 14.79	
23930 Telecommunications <b>Mechanic I</b>	\$ 16.22	
23931 Telecommunications <b>Mechanic II</b>	\$ 16.94	
23950 Telephone Lineman	\$ 16.22	
23960 Welder, Combination, Maintenance	\$ 16.22	
23965 Well Driller	\$ 16.22	
23970 Woodcraft Worker	\$ 16.22	
23980 Woodworker	\$ 13.37	

## PERSONAL NEEDS:

24570 Child Care Attendant	\$ 6.34
24600 Chore Aide	\$ 4.91
24630 Homemaker	\$ 8.33

## PLANT AND SYSTEM OPERATION:

25010 Boiler Tender	\$ 16.22
25040 Sewage Plant Operator	\$ 15.49
25070 Stationary Engineer	\$ 16.22
25190 Ventilation Equipment Tender	\$ 12.61
25210 Water Treatment Plant Operator	\$ 15.49

## PROTECTIVE SERVICE:

27004 Alarm Monitor	\$ 7.21
27006 Corrections Officer	\$ 11.47
27010 Court Security Officer	\$ 11.47
27040 Detention Officer	\$ 11.47
27070 Firefighter	\$ 11.47
27101 Guard I	\$ 6.03
27102 Guard II	\$ 7.21

27130 Police Officer \$ 12.28

## TECHNICAL:

29010 Air Traffic Control 2/  
Specialist, Center \$ 23.96  
29011 Air Traffic Control 2/  
Specialist, Station \$ 16.53  
29012 Air Traffic Control 2/  
Specialist, Terminal \$ 18.20  
29020 Archeological Technician \$ 15.87  
29030 Cartographic Technician \$ 15.87  
29035 Computer Based Training  
Specialist/Instructor \$ 17.62  
29040 Civil Engineering Technician \$ 15.87  
29061 Drafter I \$ 10.07  
29062 Drafter II \$ 11.33  
29063 Drafter III \$ 14.24  
29064 Drafter IV \$ 17.30  
29070 Embalmer \$ 17.63  
29081 Engineering Technician I \$ 11.50  
29082 Engineering Technician II \$ 12.30  
29083 Engineering Technician III \$ 15.15  
29084 Engineering Technician IV \$ 18.35  
29085 Engineering Technician V \$ 21.43  
29086 Engineering Technician VI \$ 26.48  
29090 Environmental Technician \$ 15.87  
29100 Flight Simulator/Instructor  
(Pilot) \$ 20.28  
29150 Graphic Artist \$ 17.62  
29210 Laboratory Technician \$ 11.83  
29240 Mathematical Technician \$ 15.87  
29330 Mortician \$ 17.63  
29361 Paralegal/Legal Assistant I \$ 10.80  
29362 Paralegal/Legal Assistant II \$ 13.12  
29363 Paralegal/Legal Assistant III \$ 16.05  
29364 Paralegal/Legal Assistant IV \$ 19.42  
29390 Photooptics Technician \$ 15.87  
29480 Technical Writer \$ 15.02  
29620 Weather Observer, Senior 3/ \$ 12.80  
29621 Weather Observer, Combined 3/  
Upper Air and Surface Programs \$ 11.83  
29622 Weather Observer, Upper Air 3/ \$ 11.83

TRANSPORTATION/MOBILE EQUIPMENT  
OPERATION:

31030 Bus Driver \$ 9.42  
31100 Driver Messenger \$ 9.01  
31200 Heavy Equipment Operator \$ 16.22  
31260 Parking and Lot Attendant \$ 6.98  
31290 Shuttle Bus Driver \$ 9.01  
31300 Taxi Driver \$ 8.50  
31361 Truckdriver, Light Truck \$ 9.01  
31362 Truckdriver, Medium Truck \$ 9.42  
31363 Truckdriver, Heavy Truck \$ 10.50  
36364 Truckdriver, Tractor-Trailer \$ 10.50

## MISCELLANEOUS:

99020 Animal Caretaker \$ 7.00  
99030 Cashier \$ 5.93  
99040 Child Care Center Clerk \$ 7.91

99050 Desk Clerk	\$ 7.00
99260 Instructor	\$ 15.23
99300 Lifeguard	\$ 5.36
99350 Park Attendant (Aide)	\$ 6.73
99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 6.01
99500 Recreation Specialist	\$ 13.04
99510 Recycling Worker	\$ 7.41
99610 Sales Clerk	\$ 5.36
99630 Sports Official	\$ 5.36
99658 Survey Party Chief	\$ 7.85
99659 Surveying Technician	\$ 7.50
99660 Surveying Aide	\$ 4.91
99690 Swimming Pool Operator	\$ 8.68
99720 Vending Machine Attendant	\$ 7.41
99730 Vending Machine Repairer	\$ 8.68
99740 Vending Machine Repairer Helper	\$ 7.41

**\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination \*\***

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

**APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

**APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY:** If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is

considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Titles and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Second Supplement, dated August 1995, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification,

wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (PGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split,

combine, or subdivide classifications listed in the wage determination.



DEPARTMENT OF DEFENSE CONTRACT SECURITY CLASSIFICATION SPECIFICATION				1. CLEARANCE AND SAFEGUARDING	
<i>(The requirements of the DoD Industrial Security Manual apply to all security aspects of this effort)</i>				a. FACILITY CLEARANCE REQUIRED <b>SECRET</b>	
				b. LEVEL OF SAFEGUARDING REQUIRED <b>SECRET</b>	
2. THIS SPECIFICATION IS FOR: <i>(X and complete as applicable)</i>				3. THIS SPECIFICATION IS: <i>(X and complete as applicable)</i>	
X	a. PRIME CONTRACT NUMBER F41689-97-C-0509			a. ORIGINAL <i>(Complete date in all cases)</i>	Date (YYMMDD)
	b. SUBCONTRACT NUMBER			b. REVISED <i>(Supersedes all previous specs)</i>	Revision No. Date (YYMMDD)
	c. SOLICITATION OR OTHER NUMBER	DUE Date (YYMMDD)		c. FINAL <i>(Complete item 5 in all cases)</i>	Date (YYMMDD)
4. IS THIS A FOLLOW-ON CONTRACT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. If Yes, complete the following:					
Classified material received or generated under <u>F41689-92-C-0256</u> <i>(Preceding Contract Number)</i> is transferred to this follow-on contract					
5. IS THIS A FINAL DD FORM 254? <input type="checkbox"/> YES <input type="checkbox"/> NO. If Yes, complete the following:					
In response to the contractor's requested dated _____, retention of the identified classified material is authorized for the period of _____					
6. CONTRACTOR <i>(Include Commercial and Government Entity (CAGE) Code)</i>					
a. NAME, ADDRESS, AND ZIP CODE		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i>		
7. SUBCONTRACTOR					
a. NAME, ADDRESS, AND ZIP CODE		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i>		
8. ACTUAL PERFORMANCE					
a. LOCATION SHEPPARD AFB, TX AND VANDENBERG AFB CA		b. CAGE CODE	c. COGNIZANT SECURITY OFFICE <i>(Name, Address, and Zip Code)</i> SHEPPARD AFB: 82 SPS, 530 H AVI, SAFB TX 76311  VANDENBERG AFB: 30 SPS, 108 COLORADO AVE, VAFB CA 93437		
9. GENERAL IDENTIFICATION OF THIS PROCUREMENT PERFORMANCE OF EQUIPMENT MAINTENANCE SERVICES (AIRCRAFT, TRAINER, SUPPORT EQUIPMENT, PME, AND RELATED SERVICES).					
10. THIS CONTRACT WILL REQUIRE ACCESS TO:					
a. COMMUNICATIONS SECURITY (COMSEC) INFORMATION	YES	NO	11. IN PERFORMING THIS CONTRACT, THE CONTRACTOR WILL:		YES NO
b. RESTRICTED DATA		X	a. HAVE ACCESS TO CLASSIFIED INFORMATION ONLY AT ANOTHER CONTRACTOR'S FACILITY OR A GOVERNMENT ACTIVITY		X
c. CRITICAL NUCLEAR WEAPON DESIGN INFORMATION		X	b. RECEIVE CLASSIFIED DOCUMENTS ONLY		X
d. FORMERLY RESTRICTED DATA		X	c. RECEIVE AND GENERATE CLASSIFIED MATERIAL		X
e. INTELLIGENCE INFORMATION		X	d. FABRICATE, MODIFY, OR STORE CLASSIFIED HARDWARE		X
(1) Sensitive Compartmented Information (SCI)		X	e. PERFORM SERVICES ONLY		X
(2) Non-SCI		X	f. HAVE ACCESS TO U.S. CLASSIFIED INFORMATION OUTSIDE THE U.S. PUERTO RICO, U.S. POSSESSIONS AND TRUST TERRITORIES		X
f. SPECIAL ACCESS INFORMATION		X	g. BE AUTHORIZED TO USE THE SERVICES OF DEFENSE TECHNICAL INFORMATION CENTER (DTIC) OR OTHER SECONDARY DISTRIBUTION CENTER		X
g. NATO INFORMATION		X	h. REQUIRE A COMSEC ACCOUNT		X
h. FOREIGN GOVERNMENT INFORMATION		X	i. HAVE TEMPEST REQUIREMENTS		X
i. LIMITED DISSEMINATION INFORMATION		X	j. HAVE OPERATIONS SECURITY (OPSEC) REQUIREMENTS		X
j. FOR OFFICIAL USE ONLY INFORMATION	X		k. BE AUTHORIZED TO USE THE DEFENSE COURIER SERVICE		X
k. OTHER <i>(Specify)</i> NOTIFICATION OF GOVERNMENT SECURITY ACTIVITY REQUIRED BY FAR 52.204-2	X		l. OTHER <i>(Specify)</i>		X

DD Form 254, DEC 90 (EF-V1) (For FORM PRO)

Previous editions are obsolete.

12. PUBLIC RELEASE. Any information (classified or unclassified) pertaining to this contract shall not be released for public dissemination except as provided by the Industrial Security Manual or unless it has been approved for public release by appropriate Government authority. Proposed public releases shall be submitted for approval prior to release.

☐ Direct ☒ Through (Specify):

82 CONS

136 K AVE STE 1

SHEPPARD AFB TX, 76311-2739

to the Directorate for Freedom of Information and Security Review, Office of the Assistant Secretary of Defense (Public Affairs) for review.  
In the case of non-DoD User Agencies, requests for disclosure shall be submitted to that agency.

13. SECURITY GUIDANCE. The security classification guidance need for this classified effort is identified below. If any difficulty is encountered in applying this guidance or if any other contributing factor indicates a need for changes in this guidance, the contractor is authorized and encouraged to provide recommended changes; to challenge the guidance or the classification assigned to any information or material furnished or generated under this contract; and to submit any questions for interpretation of this guidance to the official identified below. Pending final decision, the information involved shall be handled and protected at the highest level of classification assigned or recommended. (Fill in as appropriate for the classified effort. Attach, or forward under separate correspondence, any documents/guidelines/contracts reference herein. Add additional pages as needed to provide complete guidance.)

10J: FOR OFFICIAL USE ONLY INFORMATION PROVIDED UNDER THIS CONTRACT SHALL BE SAFEGUARDED IN ACCORDANCE WITH AFI 37-131, FREEDOM OF INFORMATION ACT PROGRAM, REQUIREMENTS.

10K: NOTIFICATION OF GOVERNMENT SECURITY ACTIVITY IS REQUIRED BY FAR 52.204-2. PRIOR TO CONTRACTOR OPERATIONS BEGINNING ON A USAF INSTALLATION, CONTRACTOR SHALL NOTIFY THE SECURITY POLICE ACTIVITY SHOWN IN THE DISTRIBUTION BLOCK OF THIS DD FORM 254.

11C: D&E: USING CONTRACTOR OR A ACTIVITY WILL FURNISH COMPLETE CLASSIFICATION GUIDANCE FOR THE SERVICE TO BE PERFORMED. THE HIGHEST LEVEL OF CLASSIFICATION FOR THE CONTRACT IS SECRET. CONTRACT PERFORMANCE IS RESTRICTED TO SHEPPARD AFB TX AND VANDENBERG AFB CA.

17F: OTHERS REQUIRING DISTRIBUTION ARE: HQ AETC/SPI, 550 C STREET WEST STE 53, RANDOLPH AFB TX 78150-4756; 30 SPS/SPAI 108 COLORADO AVE, VANDENBERG AFB CA 93437-6300; AND 82 SPS/SPAI, 530 H AVE, SHEPPARD AFB TX 76311-2852.

COORDINATION:

*Traci D. Williams*  
TRACI D. WILLIAMS, SSGT, USAF  
NCOIC, INFORMATION SECURITY  
82D SECURITY POLICE SQUADRON  
SHEPPARD AFB, TX 97311

14. ADDITIONAL SECURITY REQUIREMENTS. Requirements, in addition to ISM requirements, are established for this contract. (If Yes, identify the pertinent contractual clauses in the contract document itself, or provide an appropriate statement which identifies the additional requirements. Provide a copy of the requirements to the cognizant security office. Use Item 13 if additional space is needed.)

☒ Yes ☐ No

AS A LONG-TERM VISITOR GROUP, THE CONTRACTOR MUST ENTER INTO AND COMPLY WITH A VISITOR GROUP SECURITY AGREEMENT AT SHEPPARD AFB TX AND VANDENBERG AFB CA. SEE ITEM 13.

15. INSPECTIONS. Elements of this contract are outside the inspection responsibility of the cognizant security office. (If Yes, identify specific areas or elements covered and the activity responsible for inspections. Use Item 13 if additional space is needed.)

☒ Yes ☐ No

THE DEFENSE INVESTIGATIVE SERVICE IS RELIEVED OF ALL INDUSTRIAL SECURITY RESPONSIBILITIES. 82 SPS/SPAI AND 30 SPS/SPAI WILL PROVIDE SECURITY OVERSIGHT AND CONDUCT REQUIRED INSPECTIONS IN ACCORDANCE WITH THE VISITOR GROUP AGREEMENT.

16. CERTIFICATION AND SIGNATURE. Security requirements stated herein are complete and adequate for safeguarding the classified information to be released or generated under this classified effort. All questions shall be referred to the official named below.

a. TYPED NAME OF CERTIFYING OFFICIAL  
JOHN K. BEALS, MAJOR, USAF

b. TITLE

COMMANDER, 82D LOGISTICS SPT SQ

c. TELEPHONE (Include Area Code)

(817) 676-2775

d. ADDRESS (Include Zip Code)

82 LSS/CC

620 J AVE STE 1

SHEPPARD AFB TX, 76311-2551

e. SIGNATURE

*John K. Beals*

17. REQUIRED DISTRIBUTION

☒

a. CONTRACTOR

☒

b. SUBCONTRACTOR

☐

c. COGNIZANT SECURITY OFFICE FOR PRIME AND SUBCONTRACTOR

☒

d. U.S. ACTIVITY RESPONSIBLE FOR OVERSEAS SECURITY ADMINISTRATION

☒

e. ADMINISTRATION CONTRACTING OFFICER

f. OTHERS AS NECESSARY

HQ AETC/SPI Jan 10 Jan 97

**STATEMENT OF EQUIVALENT RATES  
FOR FEDERAL HIRES**

**F41689-97-R-0006  
ATTACHMENT 4**



**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES AT PENSACOLA NAS, ESCAMBIA  
COUNTY, FL:**

ELECTRONICS TECHNICIAN, MAINTENANCE II	12.79
PMEL/AVIONICS/WEAPONS SUPERVISOR	14.11
SHEET METAL WORKER, MAINTENANCE	13.50
HEAVY EQUIPMENT MECHANIC	13.50

**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES AT GOODFELLOW AFB, SAN ANGELO,  
TOM GREEN COUNTY, TX:**

SURVIVAL EQUIPMENT SPECIALIST	12.79
TRAINER MAINTENANCE FOREMAN	14.79
AIRCRAFT MECHANIC	13.50
PLUMBER, MAINTENANCE	12.79
PIPEFITTER, MAINTENANCE	13.50
SCHEDULER, MAINTENANCE SECRETARY	8.76

**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES AT SHEPPARD AFB, WICHITA FALLS,  
WICHITA COUNTY, TX:**

SECRETARY III	10.93
TYPIST II	7.81
FILE CLERK II	7.81
SUPPLY TECHNICIAN	12.14
STOCK CLERK	9.37
INSPECTOR	14.85
QUALITY CONTROL SUPERVISOR/INSPECTOR	19.14
DEFICIENCY ANALYST	14.85
PRODUCTION CONTROL CLERK	10.93
SCHEDULER, MAINTENANCE	8.76
LEAD TRAINER MECHANIC	14.07
HVAC SPECIALIST/CE LEAD	14.17

**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES AT VANDENBERG AFB, LOMPOC,  
SANTA BARBARA COUNTY, CA:**

PMEL/AVIONICS/WEAPONS SUPERVISOR	14.11
ELECTRONICS TECHNICIAN, MAINTENANCE II	12.79

**STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES FOR THOSE EMPLOYEES CURRENTLY  
SUBJECT TO A COLLECTIVE BARGAINING AGREEMENT**

Functions being received from current contract F41612-93-C0005, involving munitions employees are included in the collective bargaining agreement with the Local Lodge 2771 of the Aeronautical Industrial District Lodge 776 of the International Association of Machinists and Aerospace Workers AFL-CIO for:

MUNITIONS HANDLER	10.75
MUNITIONS SUPPLY CLERK	8.76

**SAMPLE LETTER**  
**MOBILIZATION EXEMPTION REQUEST**

**(SAMPLE LETTER)**

**FROM: Contractor Name and Address**

**SUBJECT: Mobilization Exemption Request**

**TO: Applicable Military Service Reserve Center (listed in DODD 1200.7)**

**1. (U) Reference: Contract Number, Title, and Military Installation.**

**2. (U) Referenced contract has been designated by Air Education and Training Command as a Skill Critical Contract in support of the United States Air Force wartime mission tasking. The following contractor employee is performing a job critical to national security objectives. Therefore, in accordance with Department of Defense Directives 1100.18, 1200.7, 1352.1, and 3020.37, a mobilization exemption is requested for the "key employee". If this individual vacates a "key employee" position, notification must be provided not later than 30 days after the change.**

**Name of Employee: (Last, First, MI)**

**Military Grade:**

**Reserve Component: (Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve, or Coast Guard Reserve)**

**Category: Unit: Full-time Support, Individual Mobilization Augmentee, Individual Ready Reserve, Standby Reserve, or Retired Reserve.**

**Social Security Number:**

**Current Home Address: (Street, City, State and ZIP Code)**

**Reserve/Guard Unit (when applicable): Location and Unit Number/Name**

**3. (U) Per DODD 1200.7, the employee has been briefed that military service approval of "key employee" mobilization exemption will preclude their membership in the Ready Reserve.**

**GOVERNMENT CERTIFICATION**

**AIR FORCE CONTRACTOR**

by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Titles and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by First Supplement December 1993, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service

99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 6.80
99500 Recreation Specialist	\$ 10.58
99510 Recycling Worker	\$ 8.41
99610 Sales Clerk	\$ 6.80
99630 Sports Official	\$ 6.80
99658 Survey Party Chief	\$ 12.76
99659 Surveying Technician	\$ 11.73
99660 Surveying Aide	\$ 8.57
99690 Swimming Pool Operator	\$ 9.46
99720 Vending Machine Attendant	\$ 8.41
99730 Vending Machine Repairer	\$ 10.14
99740 Vending Machine Repairer Helper	\$ 8.41

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\*\* Fringe Benefits Required For All Occupations Included I  
This Wage Determination \*\*

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years; 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 4.173)

**HOLIDAYS:** Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

**APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

**APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY:** If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40

23760 Painter, Maintenance	\$ 15.35
23790 Pipefitter, Maintenance	\$ 16.20
23800 Plumber, Maintenance	\$ 15.35
23820 Pneudraulic Systems Mechanic	\$ 16.20
23850 Rigger	\$ 16.20
23870 Scale Mechanic	\$ 14.54
23890 Sheet-metal Worker, Maintenance	\$ 16.20
23910 Small Engine Mechanic	\$ 14.54
23930 Telecommunications Mechanic I	\$ 16.20
23940 Telecommunications Mechanic II	\$ 17.01
23950 Telephone Lineman	\$ 16.20
23960 Welder, Combination, Maintenance	\$ 16.20
23965 Well Driller	\$ 16.20
23970 Woodcraft Worker	\$ 16.20
23980 Woodworker	\$ 12.90
<b>PERSONAL NEEDS:</b>	
24570 Child Care Attendant	\$ 7.63
24600 Chore Aide	\$ 6.23
24630 Homemaker	\$ 10.61
<b>PLANT AND SYSTEM OPERATION:</b>	
25010 Boiler Tender	\$ 16.20
25040 Sewage Plant Operator	\$ 15.35
25070 Stationary Engineer	\$ 16.20
25190 Ventilation Equipment Tender	\$ 12.05
25210 Water Treatment Plant Operator	\$ 15.35
<b>PROTECTIVE SERVICE:</b>	
27004 Alarm Monitor	\$ 8.38
27010 Court Security Officer	\$ 11.06
27040 Detention Officer	\$ 11.06
27070 Firefighter	\$ 10.18
27101 Guard I	\$ 6.51
27102 Guard II	\$ 9.13
27130 Police Officer	\$ 12.90
<b>TECHNICAL:</b>	
29010 Air Traffic Control 2/ Specialist, Center	\$ 22.24
29011 Air Traffic Control 2/ Specialist, Station	\$ 15.34
29012 Air Traffic Control 2/ Specialist, Terminal	\$ 16.89
29020 Archeological Technician	\$ 14.49
29030 Cartographic Technician	\$ 14.49
29035 Computer Based Training Specialist/Instructor	\$ 14.39
29040 Civil Engineering Technician	\$ 14.49
29061 Drafter I	\$ 9.31



12190 Medical Record Technician	\$ 11.56
12221 Nursing Assistant I	\$ 6.06
12222 Nursing Assistant II	\$ 6.81
12223 Nursing Assistant III	\$ 7.43
12224 Nursing Assistant IV	\$ 8.34
12250 Pharmacy Technician	\$ 10.40
12280 Phlebotomist	\$ 8.34
12311 Registered Nurse I	\$ 11.56
12312 Registered Nurse II	\$ 14.14
12313 Registered Nurse II, Specialist	\$ 14.14
12314 Registered Nurse III	\$ 17.10
12315 Registered Nurse III, Anesthetist	\$ 17.10
12316 Registered Nurse IV	\$ 20.50
<b>INFORMATION AND ARTS:</b>	
13002 Audiovisual Librarian	\$ 14.01
13011 Exhibits Specialist I	\$ 12.97
13012 Exhibits Specialist II	\$ 14.49
13013 Exhibits Specialist III	\$ 17.72
13041 Illustrator I	\$ 12.97
13042 Illustrator II	\$ 14.49
13043 Illustrator III	\$ 17.72
13047 Librarian	\$ 14.82
13050 Library Technician	\$ 11.24
13071 Photographer I	\$ 11.77
13072 Photographer II	\$ 13.23
13073 Photographer III	\$ 14.77
13074 Photographer IV	\$ 17.72
13075 Photographer V	\$ 21.45
<b>LAUNDRY, DRY CLEANING, PRESSING:</b>	
15010 Assembler	\$ 5.08
15030 Counter Attendant	\$ 5.08
15040 Dry Cleaner	\$ 6.54
15070 Finisher, Flatwork, Machine	\$ 5.08
15090 Presser, Hand	\$ 5.08
15100 Presser, Machine, Dry Cleaning	\$ 5.08
15130 Presser, Machine, Shirts	\$ 5.08
15160 Presser, Machine, Wearing Apparel, Laundry	\$ 5.08
15190 Sewing Machine Operator	\$ 6.94
15220 Tailor	\$ 7.34
15250 Washer, Machine	\$ 5.56
<b>MACHINE TOOL OPERATION AND REPAIR:</b>	
19010 Machine-tool Operator (Toolroom)	\$ 15.35
19040 Tool and Die Maker	\$ 21.47
<b>MATERIALS HANDLING AND PACKING:</b>	

01264 Personnel Assistant (Employment) IV	\$ 12.57
01270 Production Control Clerk	\$ 12.57
01290 Rental Clerk	\$ 9.98
01300 Scheduler, Maintenance	\$ 9.68
01311 Secretary I	\$ 9.98
01312 Secretary II	\$ 11.24
01313 Secretary III	\$ 13.78
01314 Secretary IV	\$ 14.01
01315 Secretary V	\$ 14.82
01320 Service Order Dispatcher	\$ 9.26
01341 Stenographer I	\$ 10.59
01342 Stenographer II	\$ 11.23
01400 Supply Technician	\$ 14.01
01420 Survey Worker(Interviewer)	\$ 11.24
01460 Switchboard Operator- Receptionist	\$ 6.80
01510 Test Examiner	\$ 11.24
01520 Test Proctor	\$ 11.24
01531 Travel Clerk I	\$ 6.59
01532 Travel Clerk II	\$ 7.01
01533 Travel Clerk III	\$ 7.36
01611 Word Processor I	\$ 7.73
01612 Word Processor II	\$ 8.68
01613 Word Processor III	\$ 9.77

#### AUTOMATIC DATA PROCESSING:

03010 Computer Data Librarian	\$ 9.43
03041 Computer Operator I	\$ 8.52
03042 Computer Operator II	\$ 9.53
03043 Computer Operator III	\$ 10.98
03044 Computer Operator IV	\$ 14.39
03045 Computer Operator V	\$ 15.97
03071 Computer Programmer I 1/	\$ 11.62
03072 Computer Programmer II 1/	\$ 14.11
03073 Computer Programmer III 1/	\$ 17.27
03074 Computer Programmer IV 1/	\$ 19.00
03101 Computer Systems Analyst I 1/	\$ 14.39
03102 Computer Systems Analyst II 1/	\$ 17.96
03103 Computer Systems Analyst III 1/	\$ 19.38
03160 Peripheral Equipment Operator	\$ 9.43

#### AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 16.20
05010 Automotive Glass Installer	\$ 14.54
05040 Automotive Worker	\$ 14.54
05070 Electrician, Automotive	\$ 15.35
05100 Mobile Equipment Servicer	\$ 12.90
05130 Motor Equipment Metal Mechanic	\$ 16.20
05160 Motor Equipment Metal Worker	\$ 14.54

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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2/

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**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

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**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE**

**TECHNICAL:**

29010 Air Traffic Control 2/ Specialist, Center	\$ 21.67
29011 Air Traffic Control 2/ Specialist, Station	\$ 14.94
29012 Air Traffic Control 2/ Specialist, Terminal	\$ 16.45
29020 Archeological Technician	\$ 15.90
29030 Cartographic Technician	\$ 15.90
29035 Computer Based Training Specialist/Instructor	\$ 17.25
29040 Civil Engineering Technician	\$ 15.90
29061 Drafter I	\$ 9.05
29062 Drafter II	\$ 10.76
29063 Drafter III	\$ 15.10
29064 Drafter IV	\$ 15.90
29070 Embalmer	\$ 14.10
29081 Engineering Technician I	\$ 10.12
29082 Engineering Technician II	\$ 11.26
29083 Engineering Technician III	\$ 12.65
29084 Engineering Technician IV	\$ 16.28
29085 Engineering Technician V	\$ 19.86
29086 Engineering Technician VI	\$ 24.09
29090 Environmental Technician	\$ 13.38
29100 Flight Simulator/Instructor (Pilot)	\$ 20.78
29150 Graphic Artist	\$ 17.25
29210 Laboratory Technician	\$ 12.05
29240 Mathematical Technician	\$ 16.28
29330 Mortician	\$ 14.10
29361 Paralegal/Legal Assistant I	\$ 11.25
29362 Paralegal/Legal Assistant II	\$ 13.25
29363 Paralegal/Legal Assistant III	\$ 16.20
29364 Paralegal/Legal Assistant IV	\$ 19.60
29390 Photooptics Technician	\$ 16.28
29480 Technical Writer	\$ 11.96
29620 Weather Observer, Senior 2/	\$ 13.38
29621 Weather Observer, Combined 2/ Upper Air and Surface Programs	\$ 12.05
29622 Weather Observer, Upper Air 2/	\$ 12.05

**TRANSPORTATION/MOBILE EQUIPMENT  
OPERATION:**

31030 Bus Driver	\$ 10.28
31100 Driver Messenger	\$ 10.25
31200 Heavy Equipment Operator	\$ 15.11
31260 Parking and Lot Attendant	\$ 5.03
31290 Shuttle Bus Driver	\$ 7.16
31300 Taxi Driver	\$ 6.59
31361 Truckdriver, Light Truck	\$ 7.16

15100 Presser, Machine, Dry Cleaning	\$ 4.89
15130 Presser, Machine, Shirts	\$ 4.89
15160 Presser, Machine, Wearing Apparel, Laundry	\$ 4.89
15190 Sewing Machine Operator	\$ 6.34
15220 Tailor	\$ 6.70
15250 Washer, Machine	\$ 5.26
<b>MACHINE TOOL OPERATION AND REPAIR:</b>	
19010 Machine-tool Operator (Toolroom)	\$ 14.24
19040 Tool and Die Maker	\$ 17.68
<b>MATERIALS HANDLING AND PACKING:</b>	
21010 Fuel Distribution System Operator	\$ 11.87
21020 Material Coordinator	\$ 13.26
21030 Material Expediter	\$ 13.26
21040 Material Handling Laborer	\$ 7.90
21071 Forklift Operator	\$ 9.51
21080 Production Line Worker (Food Processing)	\$ 12.17
21100 Shipping/Receiving Clerk	\$ 8.61
21130 Shipping Packer	\$ 8.61
21140 Store Worker I	\$ 8.01
21150 Stock Clerk ( Shelf Stocker; Store Worker II )	\$ 9.11
21210 Tools and Parts Attendant	\$ 9.90
21400 Warehouse Specialist	\$ 12.17
<b>MECHANICS AND MAINTENANCE AND REPAIR:</b>	
23010 Aircraft Mechanic	\$ 15.11
23040 Aircraft Mechanic Helper	\$ 11.11
23060 Aircraft Servicer	\$ 12.59
23070 Aircraft Worker	\$ 13.38
23100 Appliance Mechanic	\$ 14.24
23120 Bicycle Repairer	\$ 11.99
23125 Cable Splicer	\$ 15.11
23130 Carpenter, Maintenance	\$ 14.24
23140 Carpet Layer	\$ 13.38
23160 Electrician, Maintenance	\$ 15.89
23181 Electronics Technician, Maintenance I	\$ 16.65
23182 Electronics Technician, Maintenance II	\$ 17.71
23183 Electronics Technician, Maintenance III	\$ 18.77
23260 Fabric Worker	\$ 13.35
23290 Fire Alarm System Mechanic	\$ 15.11
23310 Fire Extinguisher Repairer	\$ 12.59
23340 Fuel Distribution System	\$ 15.11

03101 Computer Systems Analyst I 1/	\$ 17.25
03102 Computer Systems Analyst II 1/	\$ 20.78
03103 Computer Systems Analyst III 1/	\$ 23.53
03160 Peripheral Equipment Operator	\$ 8.97

#### AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 15.83
05010 Automotive Glass Installer	\$ 14.09
05040 Automotive Worker	\$ 14.09
05070 Electrician, Automotive	\$ 15.11
05100 Mobile Equipment Servicer	\$ 12.19
05130 Motor Equipment Metal Mechanic	\$ 15.83
05160 Motor Equipment Metal Worker	\$ 14.09
05190 Motor Vehicle Mechanic	\$ 15.83
05220 Motor Vehicle Mechanic Helper	\$ 11.24
05250 Motor Vehicle Upholstery Worker	\$ 13.35
05280 Motor Vehicle Wrecker	\$ 14.09
05310 Painter, Automotive	\$ 14.88
05340 Radiator Repair Specialist	\$ 14.09
05370 Tire Repairer	\$ 12.19
05400 Transmission Repair Specialist	\$ 15.83

#### FOOD PREPARATION AND SERVICE:

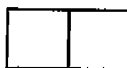
07010 Baker	\$ 8.44
07041 Cook I	\$ 7.36
07042 Cook II	\$ 8.44
07070 Dishwasher	\$ 5.18
07100 Food Service Worker (Cafeteria Worker)	\$ 5.18
07130 Meat Cutter	\$ 8.44
07250 Waiter/Waitress	\$ 5.70

#### FURNITURE MAINTENANCE AND REPAIR:

09010 Electrostatic Spray Painter	\$ 14.24
09040 Furniture Handler	\$ 11.11
09070 Furniture Refinisher	\$ 14.24
09100 Furniture Refinisher Helper	\$ 11.11
09110 Furniture Repairer, Minor	\$ 12.51
09130 Upholsterer	\$ 14.24

#### GENERAL SERVICES AND SUPPORT:

11030 Cleaner, Vehicles	\$ 5.18
11060 Elevator Operator	\$ 5.18
11090 Gardener	\$ 5.96
11121 Housekeeping Aide I	\$ 5.18
11122 Housekeeping Aide II	\$ 5.67
11150 Janitor	\$ 5.18
11180 Laborer	\$ 10.01
11210 Laborer, Grounds Maintenance	\$ 5.70
11240 Maid or Houseman	\$ 4.75



WAGE DETERMINATION NO: 94-2518 REV (9) AREA: TX,NORTHWEST  
TEXAS

WAGE DETERMINATION NO: 94-2518 REV (9) AREA: TX,NORTHWEST TEXAS

\*\*\*\*\*FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*\*\*

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRAT  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Director

Wage Determinations

Wage Determination No.: 94-2518  
Date of Last Revision: 09/30/96

State(s): New Mexico, Oklahoma, Texas

Area: NEW MEXICO COUNTIES OF CURRY, LEA, QUAY, ROOSEVELT, UNION.  
OKLAHOMA COUNTIES OF BEAVER, CIMARRON, TEXAS.  
TEXAS COUNTIES OF ANDREWS, ARMSTRONG, BAILEY, BORDEN, BREWSTER,  
BRISCOE, BROWN, CALLAHAN, CARSON, CASTRO, CHILDRESS, COCHRAN, COKE  
COLEMAN, COLLINGSWORTH, COMANCHE, CONCHO, COTTLE, CRANE, CROCKETT,  
CROSBY, DALLAM, DAWSON, DEAF SMITH, DICKENS, DONLEY, EASTLAND, ECT  
FISHER, FLOYD, FOARD, GAINES, GARZA, GLASSCOCK, GRAY, HALE, HALL,  
HANSFORD, HARDEMAN, HARTLEY, HASKELL, HEMPHILL, HOCKLEY, HOWARD,  
HUTCHINSON, IRION, JEFF DAVIS, JONES, KENT, KIMBLE, KING, KNOX, LA  
LIPSCOMB, LOVING, LUBBOCK, LYNN, MARTIN, MCCULLOCH, MENARD, MIDLAN  
MITCHELL, MOORE, MOTLEY, NOLAN, OCHILTREE, OLDHAM, PARMER, PECOS,  
POTTER, PRESIDIO, RANDALL, REAGAN, REEVES, ROBERTS, RUNNELS,  
SCHLEICHER, SCURRY, SHACKELFORD, SHERMAN, STEPHENS, STERLING,  
STONEWALL, SUTTON, SWISHER, TAYLOR, TERRELL, TERRY, THROCKMORTON,  
TOM GREEN, UPTON, WARD, WHEELER, WINKLER, YOAKUM, YOUNG.

\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\*

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WA
ADMINISTRATIVE SUPPORT AND CLERICAL:	
01011 Accounting Clerk I	\$ 7.20
01012 Accounting Clerk II	\$ 7.86
01013 Accounting Clerk III	\$ 9.83
01014 Accounting Clerk IV	\$ 11.53
01030 Court Reporter	\$ 11.25
01050 Dispatcher, Motor Vehicle	\$ 7.80
01060 Document Preparation Clerk	\$ 11.55
01090 Duplicating Machine Operator	\$ 11.55
01110 Film/Tape Librarian	\$ 9.52
01115 General Clerk I	\$ 6.23
01116 General Clerk II	\$ 7.00
01117 General Clerk III	\$ 11.55



The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed

99350 Park Attendant (Aide)	\$ 7.03
99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 6.28
99500 Recreation Specialist	\$ 11.24
99510 Recycling Worker	\$ 8.03
99610 Sales Clerk	\$ 5.59
99630 Sports Official	\$ 5.59
99658 Survey Party Chief	\$ 8.65
99659 Surveying Technician	\$ 7.83
99660 Surveying Aide	\$ 5.12
99690 Swimming Pool Operator	\$ 9.68
99720 Vending Machine Attendant	\$ 8.03
99730 Vending Machine Repairer	\$ 9.68
99740 Vending Machine Repairer Helper	\$ 8.03

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**\*\* Fringe Benefits Required For All Occupations Included  
This Wage Determination \*\***

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract. May include such benefits as severance pay.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years; 4 weeks after 11 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 4.173)

**HOLIDAYS:** Minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

1/

Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See 29 CFR 4.156)

2/

**APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3/

**APPLICABLE TO WEATHER OBSERVERS ONLY - NIGHT PAY & SUNDAY PAY:** If you work at night as a part of a regular tour of duty, you will earn a NIGHT DIFFERENTIAL and receive an additional 10% of basic pay for any

23740 Painter, Aircraft	\$ 16.37
23760 Painter, Maintenance	\$ 16.37
23790 Pipefitter, Maintenance	\$ 17.24
23800 Plumber, Maintenance	\$ 16.37
23820 Pneudraulic Systems Mechanic	\$ 17.24
23850 Rigger	\$ 17.24
23870 Scale Mechanic	\$ 15.51
23890 Sheet-metal Worker, Maintenance	\$ 17.24
23910 Small Engine Mechanic	\$ 15.51
23930 Telecommunications Mechanic I	\$ 17.24
23940 Telecommunications Mechanic II	\$ 18.12
23950 Telephone Lineman	\$ 17.24
23960 Welder, Combination, Maintenance	\$ 17.24
23965 Well Driller	\$ 17.24
23970 Woodcraft Worker	\$ 17.24
23980 Woodworker	\$ 13.79

**PERSONAL NEEDS:**

24570 Child Care Attendant	\$ 6.28
24600 Chore Aide	\$ 5.73
24630 Homemaker	\$ 8.71

**PLANT AND SYSTEM OPERATION:**

25010 Boiler Tender	\$ 17.24
25040 Sewage Plant Operator	\$ 16.37
25070 Stationary Engineer	\$ 17.24
25190 Ventilation Equipment Tender	\$ 12.87
25210 Water Treatment Plant Operator	\$ 16.37

**PROTECTIVE SERVICE:**

27004 Alarm Monitor	\$ 5.65
27010 Court Security Officer	\$ 11.47
27040 Detention Officer	\$ 11.47
27070 Firefighter	\$ 10.49
27101 Guard I	\$ 5.05
27102 Guard II	\$ 5.65
27130 Police Officer	\$ 13.33

**TECHNICAL:**

29010 Air Traffic Control 2/ Specialist, Center	\$ 22.77
29011 Air Traffic Control 2/ Specialist, Station	\$ 15.70
29012 Air Traffic Control 2/ Specialist, Terminal	\$ 17.29
29020 Archeological Technician	\$ 12.35
29030 Cartographic Technician	\$ 12.35
29035 Computer Based Training Specialist/Instructor	\$ 17.77
29040 Civil Engineering Technician	\$ 12.35

12160 Medical Record Clerk	\$ 8.54
12190 Medical Record Technician	\$ 11.83
12221 Nursing Assistant I	\$ 6.20
12222 Nursing Assistant II	\$ 6.97
12223 Nursing Assistant III	\$ 7.61
12224 Nursing Assistant IV	\$ 8.54
12250 Pharmacy Technician	\$ 10.65
12280 Phlebotomist	\$ 8.54
12311 Registered Nurse I	\$ 11.83
12312 Registered Nurse II	\$ 14.47
12313 Registered Nurse II, Specialist	\$ 14.47
12314 Registered Nurse III	\$ 17.51
12315 Registered Nurse III, Anesthetist	\$ 17.51
12316 Registered Nurse IV	\$ 20.99

#### INFORMATION AND ARTS:

13002 Audiovisual Librarian	\$ 14.54
13011 Exhibits Specialist I	\$ 14.74
13012 Exhibits Specialist II	\$ 17.96
13013 Exhibits Specialist III	\$ 21.13
13041 Illustrator I	\$ 14.74
13042 Illustrator II	\$ 17.96
13043 Illustrator III	\$ 21.13
13047 Librarian	\$ 12.42
13050 Library Technician	\$ 11.26
13071 Photographer I	\$ 12.46
13072 Photographer II	\$ 14.74
13073 Photographer III	\$ 17.96
13074 Photographer IV	\$ 21.13
13075 Photographer V	\$ 25.55

#### LAUNDRY, DRY CLEANING, PRESSING:

15010 Assembler	\$ 5.25
15030 Counter Attendant	\$ 5.25
15040 Dry Cleaner	\$ 6.44
15070 Finisher, Flatwork, Machine	\$ 5.25
15090 Presser, Hand	\$ 5.25
15100 Presser, Machine, Dry Cleaning	\$ 5.25
15130 Presser, Machine, Shirts	\$ 5.25
15160 Presser, Machine, Wearing Apparel, Laundry	\$ 5.25
15190 Sewing Machine Operator	\$ 6.82
15220 Tailor	\$ 7.18
15250 Washer, Machine	\$ 5.59

#### MACHINE TOOL OPERATION AND REPAIR:

19010 Machine-tool Operator (Toolroom)	\$ 16.37
19040 Tool and Die Maker	\$ 19.84

(Employment) III	
01264 Personnel Assistant	\$ 9.75
(Employment) IV	
01270 Production Control Clerk	\$ 10.27
01290 Rental Clerk	\$ 8.72
01300 Scheduler, Maintenance	\$ 9.62
01311 Secretary I	\$ 9.19
01312 Secretary II	\$ 9.83
01313 Secretary III	\$ 10.27
01314 Secretary IV	\$ 11.24
01315 Secretary V	\$ 12.42
01320 Service Order Dispatcher	\$ 8.72
01341 Stenographer I	\$ 8.18
01342 Stenographer II	\$ 10.27
01400 Supply Technician	\$ 11.26
01420 Survey Worker(Interviewer)	\$ 9.86
01460 Switchboard Operator- Receptionist	\$ 7.36
01510 Test Examiner	\$ 9.83
01520 Test Proctor	\$ 9.83
01531 Travel Clerk I	\$ 6.74
01532 Travel Clerk II	\$ 7.14
01533 Travel Clerk III	\$ 7.54
01611 Word Processor I	\$ 7.27
01612 Word Processor II	\$ 8.73
01613 Word Processor III	\$ 9.22

#### AUTOMATIC DATA PROCESSING:

03010 Computer Data Librarian	\$ 8.91
03041 Computer Operator I	\$ 8.91
03042 Computer Operator II	\$ 10.60
03043 Computer Operator III	\$ 12.05
03044 Computer Operator IV	\$ 13.97
03045 Computer Operator V	\$ 14.70
03071 Computer Programmer I 1/	\$ 11.45
03072 Computer Programmer II 1/	\$ 14.17
03073 Computer Programmer III 1/	\$ 17.05
03074 Computer Programmer IV 1/	\$ 19.44
03101 Computer Systems Analyst I 1/	\$ 17.77
03102 Computer Systems Analyst II 1/	\$ 20.43
03103 Computer Systems Analyst III 1/	\$ 23.30
03160 Peripheral Equipment Operator	\$ 8.91

#### AUTOMOTIVE SERVICE:

05005 Automobile Body Repairer, Fiberglass	\$ 17.24
05010 Automotive Glass Installer	\$ 15.51
05040 Automotive Worker	\$ 15.51
05070 Electrician, Automotive	\$ 16.37
05100 Mobile Equipment Servicer	\$ 13.79
05130 Motor Equipment Metal Mechanic	\$ 17.24

Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$4.25 per week (or \$.85 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Titles and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by First Supplement December 1993, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form 1444 (SF 1444)}**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed

29064 Drafter IV	\$ 19.73
29070 Embalmer	\$ 13.02
29081 Engineering Technician I	\$ 12.69
29082 Engineering Technician II	\$ 14.78
29083 Engineering Technician III	\$ 16.20
29084 Engineering Technician IV	\$ 20.85
29085 Engineering Technician V	\$ 25.50
29086 Engineering Technician VI	\$ 30.86
29090 Environmental Technician	\$ 14.95
29100 Flight Simulator/Instructor (Pilot)	\$ 22.60
29150 Graphic Artist	\$ 18.96
29210 Laboratory Technician	\$ 14.40
29240 Mathematical Technician	\$ 14.95
29330 Mortician	\$ 13.02
29361 Paralegal/Legal Assistant I	\$ 13.19
29362 Paralegal/Legal Assistant II	\$ 16.83
29363 Paralegal/Legal Assistant III	\$ 20.59
29364 Paralegal/Legal Assistant IV	\$ 24.90
29390 Photooptics Technician	\$ 14.95
29480 Technical Writer	\$ 18.40
29620 Weather Observer, Senior 3/	\$ 16.35
29621 Weather Observer, Combined 3/ Upper Air and Surface Programs	\$ 14.71
29622 Weather Observer, Upper Air 3/	\$ 14.71

**TRANSPORTATION/MOBILE EQUIPMENT  
OPERATION:**

31030 Bus Driver	\$ 13.11
31100 Driver Messenger	\$ 9.31
31200 Heavy Equipment Operator	\$ 16.15
31260 Parking and Lot Attendant	\$ 6.48
31290 Shuttle Bus Driver	\$ 8.65
31300 Taxi Driver	\$ 8.36
31361 Truckdriver, Light Truck	\$ 8.65
31362 Truckdriver, Medium Truck	\$ 13.11
31363 Truckdriver, Heavy Truck	\$ 14.87
36364 Truckdriver, Tractor-Trailer	\$ 14.87

**MISCELLANEOUS:**

99005 Aircraft Quality Control Inspector	\$ 17.61
99020 Animal Caretaker	\$ 10.52
99030 Cashier	\$ 8.29
99040 Child Care Center Clerk	\$ 12.67
99050 Desk Clerk	\$ 10.16
99260 Instructor	\$ 18.96
99300 Lifeguard	\$ 9.05
99350 Park Attendant (Aide)	\$ 11.36
99400 Photofinishing Worker ( Photo Lab / Dark Room Technician )	\$ 9.05



21020 Material Coordinator	\$ 14.01
21030 Material Expediter	\$ 14.01
21040 Material Handling Laborer	\$ 10.00
21071 Forklift Operator	\$ 12.72
21080 Production Line Worker (Food Processing)	\$ 12.45
21100 Shipping/Receiving Clerk	\$ 10.40
21130 Shipping Packer	\$ 10.40
21140 Store Worker I	\$ 9.18
21150 Stock Clerk ( Shelf Stocker; Store Worker II )	\$ 11.60
21210 Tools and Parts Attendant	\$ 12.72
21400 Warehouse Specialist	\$ 12.45

#### MECHANICS AND MAINTENANCE AND REPAIR:

23010 Aircraft Mechanic	\$ 16.89
23040 Aircraft Mechanic Helper	\$ 13.49
23060 Aircraft Servicer	\$ 14.78
23070 Aircraft Worker	\$ 15.55
23100 Appliance Mechanic	\$ 16.23
23120 Bicycle Repairer	\$ 14.15
23125 Cable Splicer	\$ 16.89
23130 Carpenter, Maintenance	\$ 16.23
23140 Carpet Layer	\$ 15.55
23160 Electrician, Maintenance	\$ 17.60
23181 Electronics Technician, Maintenance I	\$ 15.34
23182 Electronics Technician, Maintenance II	\$ 16.73
23183 Electronics Technician, Maintenance III	\$ 18.72
23260 Fabric Worker	\$ 14.78
23290 Fire Alarm System Mechanic	\$ 16.89
23310 Fire Extinguisher Repairer	\$ 14.15
23340 Fuel Distribution System Mechanic	\$ 16.89
23370 General Maintenance Worker	\$ 15.55
23400 Heating, Refrigeration and Air Conditioning Mechanic	\$ 16.89
23430 Heavy Equipment Mechanic	\$ 16.89
23460 Instrument Mechanic	\$ 16.89
23500 Locksmith	\$ 16.23
23530 Machinery Maintenance Mechanic	\$ 18.41
23550 Machinist, Maintenance	\$ 16.89
23580 Maintenance Trades Helper	\$ 13.49
23640 Millwright	\$ 16.89
23700 Office Appliance Repairer	\$ 16.23
23740 Painter, Aircraft	\$ 16.23
23760 Painter, Maintenance	\$ 16.23
23790 Pipefitter, Maintenance	\$ 16.89

05250 Motor Vehicle Upholstery Worker	\$ 14.78
05280 Motor Vehicle Wrecker	\$ 15.55
05310 Painter, Automotive	\$ 16.23
05340 Radiator Repair Specialist	\$ 15.55
05370 Tire Repairer	\$ 14.15
05400 Transmission Repair Specialist	\$ 16.89

**FOOD PREPARATION AND SERVICE:**

07010 Baker	\$ 12.76
07041 Cook I	\$ 11.61
07042 Cook II	\$ 12.76
07070 Dishwasher	\$ 8.70
07100 Food Service Worker (Cafeteria Worker)	\$ 8.70
07130 Meat Cutter	\$ 12.76
07250 Waiter/Waitress	\$ 9.61

**FURNITURE MAINTENANCE AND REPAIR:**

09010 Electrostatic Spray Painter	\$ 16.23
09040 Furniture Handler	\$ 11.72
09070 Furniture Refinisher	\$ 16.23
09100 Furniture Refinisher Helper	\$ 13.49
09110 Furniture Repairer, Minor	\$ 14.78
09130 Upholsterer	\$ 16.23

**GENERAL SERVICES AND SUPPORT:**

11030 Cleaner, Vehicles	\$ 8.70
11060 Elevator Operator	\$ 8.70
11090 Gardener	\$ 11.61
11121 Housekeeping Aide I	\$ 7.80
11122 Housekeeping Aide II	\$ 8.70
11150 Janitor	\$ 8.70
11180 Laborer	\$ 8.70
11210 Laborer, Grounds Maintenance	\$ 9.61
11240 Maid or Houseman	\$ 7.80
11270 Pest Controller	\$ 12.19
11300 Refuse Collector	\$ 8.70
11330 Tractor Operator	\$ 11.06
11360 Window Cleaner	\$ 9.61

**HEALTH:**

12010 Ambulance Driver	\$ 9.09
12040 Emergency Medical Technician	\$ 9.09
12071 Licensed Practical Nurse I	\$ 11.34
12072 Licensed Practical Nurse II	\$ 12.73
12073 Licensed Practical Nurse III	\$ 14.24
12100 Medical Assistant	\$ 8.87
12130 Medical Laboratory Technician	\$ 8.87
12160 Medical Record Clerk	\$ 8.87
12190 Medical Record Technician	\$ 12.29
12221 Nursing Assistant I	\$ 6.74



WAGE DETERMINATION NO: 94-2064 REV (4) AREA: CA, SANTA BARBARA

WAGE DETERMINATION NO: 94-2064 REV (4) AREA: CA, SANTA BARBARA

\*\*\*\*\*FOR USE BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*\*\*  
REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON, D.C. 20210

Director Wage Determinations

Wage Determination No.: 94-2064  
Date of Last Revision: 02/29/19

State(s): California

Area: CALIFORNIA COUNTIES OF SAN LUIS OBISPO, SANTA BARBARA.

\*\* Fringe Benefits Required For All Occupations Included In  
This Wage Determination Follow The Occupational Listing \*\*

OCCUPATION CODE AND TITLE	MINIMUM HOURLY WA
ADMINISTRATIVE SUPPORT AND CLERICAL:	
01011 Accounting Clerk I	\$ 8.88
01012 Accounting Clerk II	\$ 10.13
01013 Accounting Clerk III	\$ 11.90
01014 Accounting Clerk IV	\$ 13.30
01030 Court Reporter	\$ 12.03
01050 Dispatcher, Motor Vehicle	\$ 11.30
01060 Document Preparation Clerk	\$ 11.28
01090 Duplicating Machine Operator	\$ 11.28
01110 Film/Tape Librarian	\$ 11.08
01115 General Clerk I	\$ 7.69
01116 General Clerk II	\$ 8.95
01117 General Clerk III	\$ 11.28
01118 General Clerk IV	\$ 12.85
01120 Housing Referral Assistant	\$ 15.73
01131 Key Entry Operator I	\$ 8.42
01132 Key Entry Operator II	\$ 9.50
01191 Order Clerk I	\$ 8.88
01192 Order Clerk II	\$ 10.13
01220 Order Filler	\$ 11.55
01261 Personnel Assistant (Employment) I	\$ 9.33
01262 Personnel Assistant (Employment) II	\$ 10.50
01263 Personnel Assistant (Employment) III	\$ 11.46
01264 Personnel Assistant (Employment) IV	\$ 12.88